

THE POSITION:

The Cross County Schools Board of Education is seeking an effective leader and fully qualified Superintendent. The Board wishes to have the successful candidate assume the responsibilities of the position on **July 1, 2026**.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development has been engaged as the consultant in a search for outstanding candidates. They will assist the Board of Education in identifying and screening the candidates.

THE QUALIFICATIONS:

The candidate must have the background, skills, and abilities essential for excellence in educational leadership. The Board desires candidates who have a proven ability and demonstrated accomplishments for the following position criteria:

- **A highly motivated and transparent servant leader with strong character and integrity.**
- **A strong instructional leader who helps create and maintain a unifying culture that helps us hire and retain high quality staff while advocating for an effective education for all.**
- **An organized leader who has strong school budget and finance skills that can be a strategic negotiator through the use of comparability studies.**
- **An involved community minded leader who appreciates and takes pride in being part of our rural communities.**
- **A strong, approachable communicator who leads by example, is a good listener, and has natural people skills to connect well with students, staff, and community members at all age levels.**



THE COMMUNITY:

- Population: Stromsburg: 1200 Benedict: 400
- Location: 15 Miles North of York, Nebraska
- Location of school is 3 miles south of Stromsburg. Corner of Highway 81 and Highway 66.
- This is the 25th year of the merger of Benedict and Stromsburg to create Cross County.
- Stromsburg has an active Chamber of Commerce and Cross County is a participating member.

MISSION STATEMENT:

LEAD * GROW * SUCCEED



THE DISTRICT:

- **Current student enrollment of:** Current K-12 enrollment is 335. Current PreK enrollment is 40. Total PreK-12 enrollment is 375
- **# of certified teachers:** 43
- **# of support staff members:** 24
- **# of building level school administrators:** 2.5 (PK-5 principal, 6-12 principal, .5 FTE SPED Director)
- **# of district level school administrators** (includes Superintendent): 1
- **Current assessed valuation of** \$1,128,094,195.00.
- **2025-26 general fund operating budget of** \$8,128,384.00
- **2025-26 tax levies**
 - General Fund at \$ 0.505277 cents
 - Building Fund at \$ 0.012536 cents
 - Bond Fund at \$ 0.080586 cents
 - Total Levy of \$ 0.598399 cents

Building Opened Remodel/Addition

PK-12 Nov. 2008 Opened new.

Our PK-12 building is in it's 18th year. Bond note will be paid off in full by the 30-31 school year.



CROSS COUNTY HIGH SCHOOL

Cross County is a Certified High Reliability School in Levels 1, 2 and 3. Only school in Nebraska that has been certified through Level 3.



<https://www.marzanoresources.com/hrs/high-reliability-schools/>

A competitive Robotics Program that competes at the state and national level.

Extremely successful athletic programs. Historically, strong music and drama programs. Both are very important to the communities.

A developing Career Academy.

WWW.CROSSCOUNTYSCHOOLS.ORG

CROSS COUNTY SCHOOLS
BOARD OF EDUCATION

- **Kurt Moore** - President
- **Quinn Peterson** - Vice President
- **Cindy Nyberg** - Secretary
- **Marla Teegerstrom**- Treasurer
- **Aaron Phillips**- Member
- **Jason Fellows**- Member



MCPHERSON JACOBSON, LLC

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APPLICATION:
AVAILABLE AT
WWW.MACNJAKE.COM



An application for Superintendent should include:

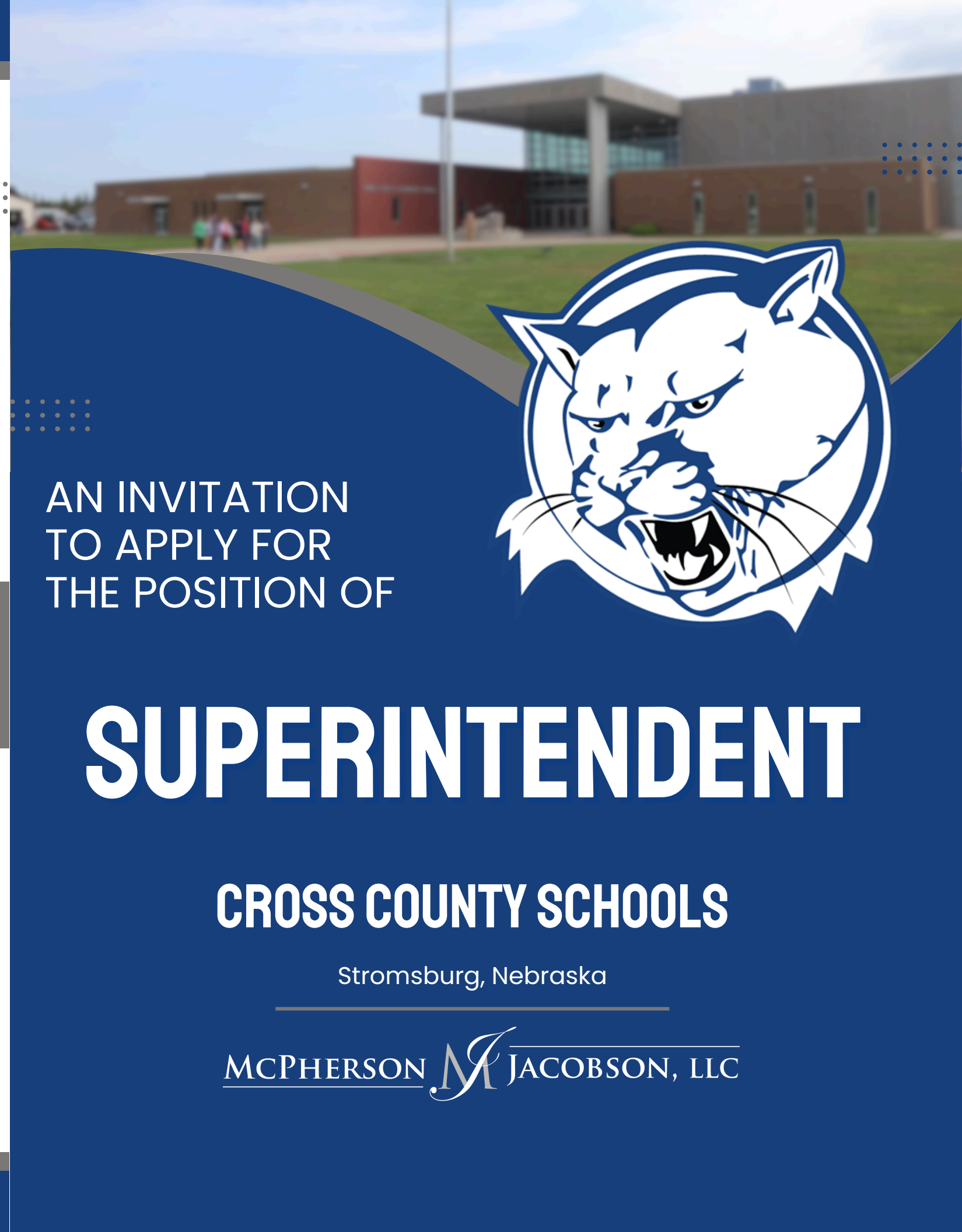
- Reasons for interest in the position
- A current résumé
- A completed application form
- Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s).

Candidates are asked not to directly contact Board members. Any effort to do so may eliminate the consideration of employment. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual state's Freedom of Information laws. In the final process, the school Board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

SELECTION TIMELINE:

- Closing Date for Applications:
December 1, 2025
- Board of Education selects finalists to interview: **December 10, 2025**
- Interviews with Board of Education:
December 15, 2025
- Selection of new Superintendent:
December 17, 2025
- Start Date: **July 1, 2026**

Cross County Schools is an Equal Opportunity Employer. The district does not discriminate on the basis of race, religion, color, sex, age, national origin or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting a reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.



AN INVITATION
TO APPLY FOR
THE POSITION OF

SUPERINTENDENT

CROSS COUNTY SCHOOLS

Stromsburg, Nebraska

MCPHERSON  JACOBSON, LLC