

Application for Superintendent
Lee County Board of Education
Opelika, Alabama
Submit to: wsanderson@bishopbrooks.com

Name _____
 Title _____ Last _____ First _____ Middle _____ Maiden _____

Current Street Address _____

City _____ State _____ ZIP _____

Mailing Address (if different) _____

City _____ State _____ ZIP _____

E-mail Address: _____

Telephone Numbers _____

Date of Birth: _____ Social Security No. _____ Driver's License: State/No. _____ Expires _____

Do you hold, or are you entitled to hold an Alabama Professional Leadership Certificate? _____

Education

Colleges/Universities	Major/Minor-Degree	Date: From - To

A verified transcript from the institution that granted your highest degree must be requested by the applicant and **sent directly by the institution** to wsanderson@bishopbrooks.com, or by mail to Lee County Superintendent Search c/o Bishop Brooks, 2101 West Clinton Ave., Suite 402, Huntsville, AL 35805.

Employment History (continue on attachment if necessary)

Dates (start/end)	Position	Employer & Supervisor	Address & Phone #	Ending Salary

Years in Current Position _____ Are you under contract at present? _____

Number of Schools in System _____ Number of Employees _____ Student Enrollment _____

Your school system's budget: _____ per annum.

Have you ever maintained any internet or social media profiles or blogs accessible by the public (including webinars, podcasts, or virtual events)? If so, provide each related profile name, web address, email address, opening and closing dates and nature of content. _____

If you answer “Yes” to any of the questions below, please use the space provided or an attachment to give a detailed explanation, including the name and address of the employer (if applicable) the date of the charge or incident, the court, court action, and address of the court involved (if applicable) and the stated reason for any employment action. A “Yes” answer may not disqualify you from consideration but may affect your suitability for the position.

Have you ever:

1. Been dismissed, suspended, terminated, or forced to resign from any employment position?

2. Resigned, been given an opportunity to resign or been asked to resign from an employment position?

3. Been refused continuing service status or tenure?

4. Been under investigation or charged with any violation of the Alabama Ethics Law or Educator Code of Ethics or similar professional inquiry?

5. Had charges or a report of child abuse or sexual activity involving a student or other minor filed against you?

6. Been denied a professional certificate, credential, or license (of any kind) or had same, revoked or suspended, or placed on probationary status due to alleged misconduct or alleged violation of professional standards?

7. Had any pending adverse actions against you relating to a professional certificate, credential, or license?

8. Had an EEOC charge filed against your employer in which you were alleged to have discriminated against an employee, or had a lawsuit filed against you in a personal or representative capacity?

Do you have any objection to your present or previous employers being contacted for reference purposes? _____

If yes, please explain. _____

By signing this Application, you certify that you have not been convicted of a crime that bears on your fitness for employment or to have responsibility for the safety and well-being of children, as defined in Ala. Code §16-22-2.

If, this statement is not true, you must disclose the particulars of each such conviction on a separate attachment (including the Offense/Charge, Jurisdiction, Date of Conviction, Disposition/Sentence, and Explanation).

Qualifications	Briefly describe how your background knowledge, skills or experience support success regarding the listed criteria.
Educational Leadership and Knowledge	
Leading a Strong Instructional Program	
Goal Setting and Monitoring Achievement	
Fostering Community and Intergovernmental Partnerships	
Administration and Organization of Long- and Short-Term Plans for Growth and Facility Management Including Personnel Requirements	
Sound Financial Management Including an Understanding of the Budgeting Process and how Schools are funded in Alabama	
Recruiting, Building, and Leading Effective Teams	
Assuring Safety and Security of Students, Faculty and Staff, and hiring practices to assure proper vetting of personnel	
Working Collaboratively and Cooperatively with the Board of Education	

Honors and Activities (continue on attachment if necessary)

List Publication/Research (including doctoral dissertation) Projects	
Fellowships, Scholarships, and Professional Honors	
Personal Interests and Hobbies	

Background Investigation Authorization

A background investigation is required for consideration for this position. Investigations may include, but are not limited to, analysis of public and private documents, contact with former employers, verification of employment, education and credentialing, information from background check providers, and contact with professional references. Your signature below constitutes authorization for Lee County Schools, its legal counsel, William W. "Woody" Sanderson of Bishop Brooks, LLC, and his agent, The MOSES GROUP, LLC to conduct a background investigation, as described above.

Your signature to this application constitutes your written authorization for agents of Lee County Schools to:

- Conduct a background investigation as described above.
- Use information from the background investigation to determine your eligibility and qualification for pre-employment consideration, and for continued employment if hired.

Credentials Required: Official transcripts for the highest degree you reference herein must be provided. **Please request that the college or university that granted the highest degree forward your transcripts directly to the address or e-mail address shown below. Transcripts received directly from the applicant will not be accepted.**

References: List the names of four individuals who may be called immediately.

Name	Position/Employment	Present Address	Telephone

Print, sign, and email this Application, a cover letter, and your résumé directly to:
wsanderson@bishopbrooks.com or mail to: Lee County Superintendent Search, c/o Bishop
Brooks, 2101 West Clinton Ave., Suite 402, Huntsville, AL 35805
All completed applications must be received by 5:00 p.m. October 19, 2026.

I certify that the foregoing statements are true and correct. I agree to hold harmless and release Lee County Schools, its legal counsel and agents, from any expense, liability or loss arising from any background investigation.

Date

Signature

It is the official policy of the Lee County Board of Education that no person shall, on the grounds of race, color, disability, gender, religion, national origin, age, or sexual preference be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program, activity or employment.

**FAIR CREDIT REPORTING ACT DISCLOSURE
REGARDING CONSUMER REPORT
(CREDIT CHECK FOR EMPLOYMENT PURPOSES)**

To: Applicants for Superintendent of Lee County Schools

Date: September 15, 2026

The Lee County Board of Education, or contracted agents acting on its behalf (collectively, the “Board”), may obtain a consumer report about you for employment purposes. The consumer report may include information about your creditworthiness, credit standing, credit capacity, and other information bearing on your character, general reputation, personal characteristics, or mode of living, to the extent permitted by law.

The Board may obtain the consumer report from a consumer reporting agency and may use the report for employment purposes, including evaluating your application for employment and, if you are hired, for employment-related decisions.

Authorization

By signing below, I authorize the Board or contracted agents acting on its behalf to obtain a consumer report about me for employment purposes, including information of the type referenced in the disclosure above.

Applicant Full Name (print): _____

Signature: _____

Date: _____

**FAIR CREDIT REPORTING ACT DISCLOSURE
REGARDING CONSUMER REPORT
(SOCIAL MEDIA CHECK FOR EMPLOYMENT PURPOSES)**

To: Applicants for Superintendent of Lee County Schools

Date: September 15, 2026

The Lee County Board of Education, or contracted agents acting on its behalf (collectively, the “Board”), may obtain a consumer report about you for employment purposes that may include information derived from publicly available online sources, including publicly available social media content, and other publicly available internet content, to the extent permitted by law.

This consumer report may include information bearing on your character, general reputation, personal characteristics, or mode of living. The Board may obtain the consumer report from a consumer reporting agency and may use the report for employment purposes, including evaluating your application for employment and, if you are hired, for employment-related decisions.

Authorization

By signing below, I authorize the Board or contracted agents acting on its behalf to obtain a consumer report about me for employment purposes, including information of the type referenced in the disclosure above.

Applicant Full Name (print): _____

Signature: _____

Date: _____