



SUPERINTENDENT SEARCH



Application Deadline: April 3, 2026
Superintendent Begins: June 1, 2026

About Phenix City Schools

Phenix City Schools (PCS) is a premier public school system located in Phenix City, Ala., serving approximately 6,900 students across 12 specialized campuses. The system operates with a vision of pursuing excellence on behalf of every student in every school.

PCS is a notable leader in STEM education, holding the distinction of being the largest school system in the nation to receive system-wide STEM certification from Cognia. This commitment to innovation is anchored by the "i3 Project" (Inquiry, Innovation, and Impact), which provides students with 1:1 technology access, state-of-the-art SMART Labs at the elementary level and an advanced community STEM Center at the middle school level.

At the heart of the system's academic strategy is the E3 Initiative, which focuses on ensuring every graduate is enrolled, enlisted or employed. This framework prepares students for life after high school by offering a diverse range of pathways, including Advanced Placement (AP) courses, dual enrollment opportunities with local universities, and robust Career and Technical Education (CTE) programs in fields such as culinary arts, welding, and cosmetology.

The success of this initiative is reflected in the system's impressive graduation rate of approximately 94% and the millions of dollars in scholarships earned by each graduating class.

Beyond academics, PCS fosters a well-rounded environment through "Red Devil" athletics and a comprehensive fine arts program. The flag football team won the Class 6A/7A State Championship back-to-back in 2024 and 2025, resulting in being named the National Champions by USA Today.

PCS is recognized as a Purple Star School System, signifying its dedication to supporting military-connected families in the Chattahoochee Valley. In 2025, the school system was ranked as Niche's Best School District in the Columbus, GA area.

By emphasizing a culture of collaboration among teachers, families, and community stakeholders, PCS strives to develop responsible, productive citizens who are not only prepared for the workforce or higher education but are also equipped to adapt to an ever-changing global landscape.

Our Community

Phenix City is a charming town located in East Alabama along the west bank of the Chattahoochee River. It is Russell County's largest metropolitan area and is steadily growing. Just over the river lies Columbus, Georgia, which is home to a variety of vibrant cultural attractions and top-notch restaurants.

Phenix City has a rich history and plenty of character of its own, including historic districts, local events and festivals and a variety of outdoor recreational opportunities such as whitewater rafting, kayaking and ziplining along the riverfront. Whether you're a longtime resident or just passing through, there's always something new to discover in Phenix City and the surrounding area.

With its diverse population, Phenix City is a welcoming and family-friendly community committed to a progressive future.

By the Numbers

Schools

Pre-K/Early Learning	2
Elementary	7
Middle	2
High	2
Alternative	1

Transportation

Average Daily Ridership	3,409
Number of Bus Routes	109
Number of Buses	72
Bus Drivers	27
Miles Traveled Annually	573,160

Demographics

White	24.03%
Black	61.96%
Asian	<1%
American Indian/ Alaskan Native	<1%
Native Hawaiian/ Other Pacific Islander	<1%
Hispanic/Latino	1.89%
Two or more races	11.07%
Not specified	<1%

Free/Reduced Lunch

100%

Community Eligibility Provision

Total Enrollment
6,820

Personnel

Certified	578
Classified	305
Total Employees	883
Master's Degree	325
Education Specialist	67
Doctorate Degrees	29
National Board Certified	3

Financial

Total Budget: \$96.5M

Fund equity: \$54.9M

Instructional Services	51%
Instructional Support	18%
Operations & Maintenance	7%
Auxiliary	9%
Administrative	7%
Capital Outlay	1%
Debt Services	4%
Other	3%

State
65%

Local
24%

Fed.
11%

Per-Pupil Expenditure:
\$12,351

 **School System Snapshot** 

**View School System Snapshot for
Phenix City Schools**



Visit:

bit.ly/PhenixCitySnapshot



Search for a Visionary Leader

The Phenix City Board of Education is seeking a skilled and visionary leader to build on the strengths of this well-performing school system.

Desired skills and traits include:

- Demonstrated sensitivity to the needs of all students
- Strong focus on academic growth and measurable outcomes
- Strong analytical thinking and fair, creative problem-solving skills
- Ability to address academic and social gaps impacting student success
- Proven record of raising student achievement
- Willing to listen to others
- Ability to foster unified, cohesive collaboration
- Strong communication skills and the ability to build trust

QUALIFICATIONS

Alabama law requires the superintendent be chosen for general fitness and character and that he/she be knowledgeable in school administration. The successful applicant also must have or be eligible for the appropriate certification to serve as a superintendent in Alabama. In addition, the successful applicant must hold at least a master's degree from an accredited college or university.

SALARY

The starting salary is \$175,000 and negotiable based on experience and a proven track record of success.

SEARCH TIMELINE

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Application Process

This search is being conducted by the Alabama Association of School Boards. All applications will be taken through Frontline, AASB's online application system, Applitrack.com/alabamaschoolboards/onlineapp.

If this is your first time applying for an AASB-led search via Frontline, you must first create a user account and password. Next, log in, complete the online profile, choose to apply for this search and upload a cover letter. You also must have an official transcript sent directly to AASB from the institution that granted the highest degree.

If you have previously applied to an AASB-led search and already have a Frontline account, simply log in, choose to apply for this search, answer the questions specific to this search and upload a cover letter. You may email SuperintendentSearch@AlabamaSchoolBoards.org to have AASB upload the official copy of your transcript if it is not yet part of your online file; it is not necessary to have another copy sent.

A search committee will review all applications and recommend finalists to the school board. The board may interview some or all of the finalists. State law requires that these interviews be public.

Applications must be completed and transcripts received by April 3, 2026

FOR MORE INFORMATION:

For additional information, contact Dr. Tim Morgan at 256-366-5705 or tjmorgan107@gmail.com.



PHENIX CITY SCHOOLS
Schools of Inquiry, Innovation, and Impact

AASB and the Phenix City Board of Education are equal opportunity employers and will not discriminate on the basis of a person's race, color, sex, age, religion, national origin, disability, genetics, veteran status, or any other personal characteristic protected by law.