Tuscaloosa County Board of Education

1118 Greensboro Avenue

Tuscaloosa, Alabama 35401

Phone: 205-758-0411 Fax: 205-758-4711

**SUPERINTENDENT JOB ANNOUNCEMENT**

The Tuscaloosa County School System is seeking highly qualified candidates for the position of **Superintendent**. Candidates must be committed to student achievement and building on the current educational foundation and accomplishments achieved and established over the past several years. No candidate shall be denied employment, re-employment, advancement or evaluations, nor shall be subjected to discrimination on the basis of sex, age, marital status, race, religion, national origin, ethnic group or disability.

**Job Title**: Superintendent – Position open until filled.

**Starting Salary**: The minimum salary is $200,000.00 with potential for increase based upon degree, experience and qualifications.

**Position Qualifications**:

1. The Superintendent shall possess the following qualifications as minimum requirements:

a. Hold a Master’s Degree from a recognized four-year college or university with Alabama superintendent certification, with a doctoral degree preferred;

b. Three (3) years of successful educational experience as a teacher, principal, supervisor or superintendent during the five (5) years immediately preceding his/her selection;

c. Have five (5) years of public school experience, preferably a broad range of elementary and secondary experience;

d. Have demonstrated ability in group dynamics and in working with people who have varying backgrounds and interests;

e. Possess the ability to view all aspects of issues and deal fairly, even when views differ from his/her own;

f. Demonstrate knowledge of school finance;

g. Demonstrate knowledge of educational research and methods of research;

h. Possess the ability to delegate authority;

i. Possess good character, high moral standing and integrity; and

j. Have other qualifications that the Board deems necessary and proper.

2. Any candidate selected must satisfactorily complete any required State Department of Education’s training on school finance, education law and curriculum/instruction.

**Interested Candidates**:

The application process will be confidential. Only the names of finalists will be announced publicly.

**Please mail Application, Letter of Interest, Official Transcript\*, Resume and copy of Certification Credentials to:**

**Mr. Ray Ward, Board Attorney**

**2216 14th Street**

**Tuscaloosa, Alabama 35401**

**(205) 345-5564**

**or, if by email, to:**

[**rayward@raywardlaw.com**](mailto:rayward@raywardlaw.com)

**DEADLINE FOR RECEIPT OF APPLICATIONS IS 5:00 P.M. CST ON October 14, 2025.**

**\* An unofficial transcript will be accepted for initial screening purposes.**