

Announcement of Vacancy

Superintendent: Reed-Custer CUSD 255



Mission Statement

Our mission is to make a difference in students' lives through excellence in education.

Announcement of Vacancy

The Board of Education of Reed-Custer CUSD 255 (Braidwood, IL) is seeking qualified applicants for the position of Superintendent. The Board wishes to select a Superintendent who will begin work on July 1, 2026. The total compensation package will be regionally competitive and based upon the successful candidate's educational experience.

Projected Timeline

Initial Job Posting: January 2025
Application Deadline: July 31, 2025
Interviews: Early Fall 2025
New Superintendent Appointed:
November Board Meeting - 2025
New Superintendent Begins:
July 1, 2026

General District Information

Reed-Custer is a unit school district located approximately 25 miles south of Joliet (near I-55). The District has an enrollment of approximately 1,400 students from in and around Braidwood, Essex, Custer Park, and Godley (Illinois). The District has three schools:

- Reed-Custer Elementary School (PreK-5)
- Reed-Custer Middle School (6-8)
- Reed-Custer High School (9-12)

The District employs approximately 250 employees (full / part-time).

The Administrative Team consists of:

- Elementary School Principal
- Elementary School Asst. Principal
- Elementary School Dean
- Middle School Principal
- Middle School Asst. Principal / AD
- High School Principal
- High School Asst. Principal
- District Athletic Director
- Director of Student Services
- Assistant Superintendent for Teaching and Learning
- Assistant Superintendent for Operations

The Central Office Team consists of:

- Administrative Assistant – Superintendent
- Administrative Assistant – Payroll
- Administrative Assistant – Accounts Payable

Union Workforce

The majority of District employees are members of the Reed-Custer Education Association (RCEA). RCEA is a wall-to-wall union and is part of the IEA/NEA.

Financial Information

EAV: Approximately \$750 million
Total Tax Rate: Approximately \$3.90
Annual Budget: Approximately \$30 million
Approximate Debt (As of July '26) - \$8 million

Note: Braidwood Nuclear Station (Constellation Energy) accounts for over 60% of the District's local tax revenue.

Special Programs / Services

The District is a member of SOWIC (Southern Will County Cooperative for Special Education). The cooperative consists of 10 member school districts.

The District offers career and technical education opportunities to high school students through WILCO Area Career Center (Romeoville, IL) and GAVC (Morris, IL).

The District offers affordable daycare / early education services to children of employees.

The District allows non-resident children of employees to attend district schools without paying tuition.

Board of Education

The Reed-Custer Board of Education is comprised of dedicated citizens. The Board establishes sound policies and expects the Superintendent to function as the Chief Executive Officer in regards to implementing those policies. The Reed-Custer Board of Education has mostly veteran members with exceptional experience and tenure. The Board President started in 2005, with the other members starting in 2009, 2011, 2013 (3), and 2023.

Ideal Candidate

Candidates will be evaluated on professional attributes as they relate to District needs. The Board of Education is specifically looking for an educational leader who:

- has finance/budgeting and human resource experience
- has the ability to work closely with other area educational leaders, legislators, and corporate/business leadership
- has the ability to establish/maintain positive employee morale
- develops relationships and works collaboratively with the BOE, the administrative leadership team, and all District staff to meet District goals/visions
- has excellent written/verbal communication skills
- believes that all students can succeed

Candidate Recommendations / Requirements

- Experience as a teacher - Recommended
- Administrative experience - Required (*Experience as a Superintendent is preferred, but not required*)
- Current PEL with a Superintendent Endorsement (or Superintendent Endorsement to be completed prior to start date of 7/1/26) - Required

Notes:

Reed-Custer CUSD 255 is an equal opportunity employer. Applicants are not required to be a resident of the District. It is requested that applicants do NOT contact board members.

Application Instructions

Interested candidates should visit www.rc255.net and click on Employment Opportunities (under Quick Links). Select 'Apply' next to Superintendent.

All applicants must apply by the end of the day (July 31, 2025) and upload the following documents to receive consideration:

- A formal letter of application indicating desire to be considered as a candidate for the position
- A formal resume that includes a summary of educational experience and accomplishments
- A minimum of three (3) current letters of recommendation (dated within the past three years).
- Copies of transcripts for each college/university attended. Please redact sensitive data prior to submitting (SSN, birthdate, etc...)
- Proof of qualification/licensure to be a Superintendent in the state of Illinois – copy of the administrative licensure with all related endorsements. Please redact sensitive data prior to submitting (SSN, birthdate, etc...). If certification is pending (to be completed by July 1, 2026), provide proof from the college/university being attended.

About the Area

The Reed-Custer School District is located approximately one hour south of Chicago. The area is well known for its beautiful outdoor/nature settings.

Significant medical and shopping/retail opportunities exist within 30 minutes to the north (Joliet), to the southeast (Bradley/Bourbonnais/Kankakee), and to the northwest (Morris).

The local area has numerous places of worship available to its residents.

Joliet Junior College and Kankakee Community College are both located within 30 minutes of the District.

Scan the QR Code to visit the Illinois Interactive Report Card for Reed-Custer CUSD 255:

