

An invitation to apply  
**SUPERINTENDENT OF SCHOOLS**

**Ware Public Schools**

**Ware, MA**

[www.wareps.org](http://www.wareps.org)



**THE SCHOOL DISTRICT**

**Student enrollment** 2025-2026: 1,079 (PreK-12)

**Budget:** FY26: \$18,250,000

**School Buildings**

Stanley M. Koziol Elementary School (PreK-3)

Ware Middle School (4-6)

Ware Junior/Senior High School (7-12)

**Administration and Staff**

Superintendent

Business Manager

Facilities Supervisor

Director of Student Services

Director of Technology

Supervisor of Nursing and Health Services

Supervisor of Athletics and Wellness

Director of Curriculum & Accountability

School Principals (3)

Assistant Principals (4)

Teachers (90)

School Psychologist (1)

Guidance and School Adjustment Counselors (5)

Nurses (4)

Technology Staff and Assistants (2)

Paraprofessionals (43)

School Secretaries/Admin. Assts./Clerks (15)

Custodians/Maintenance (12)

School Lunch Employees (13)

**SCHOOL COMMITTEE MEMBERS**

Brian Winslow, Chair

Michael DuBois, Vice Chair

Aaron Sawabi

Julie Slattery

Mel Whitham



**SALARY AND CONTRACT**

\$140,000 - \$150,000, commensurate with experience

**REQUIRED QUALIFICATIONS**

- Licensed as superintendent in MA or equivalent in other state;
- Master's Degree;
- Required minimum 5 years teaching experience in addition to 5 years administrative experience

**PREFERRED QUALIFICATIONS**

- Licensed in MA;
- Advanced Degree;
- Experience as a superintendent of schools in MA

**SELECTION CRITERIA**

The Ware School Committee seeks an approachable and responsive leader who:

- Demonstrates considerable understanding of the budget process and is strategic about how to maximize resources;
- Demonstrates familiarity and advocacy for the special education process and compliance with the implementation of services;
- Has experience working with DESE to facilitate accreditation, special education reviews or any other state-level interactions;
- Demonstrates the ability to be a visible leader that supports staff, families, students and community;
- Has experience handling personnel matters in a respectful, fair and confidential manner;
- Consistently engages in effective, respectful and open communication within the schools and the community at large;
- Fosters collaborative relationships with other district leaders

## TIMELINE

|                       |                                   |
|-----------------------|-----------------------------------|
| January 23 .....      | Applications due                  |
| February 13 .....     | Semifinalist interviews completed |
| March 4 .....         | Finalists announced               |
| Week of March 9 ..... | Finalists visit district          |
| March 11 .....        | Finalist interviews               |
| By March 18 .....     | Selection of new Superintendent   |
| March 25 .....        | Contract approved                 |
| July 1.....           | Start date                        |



## APPLICATION PROCESS

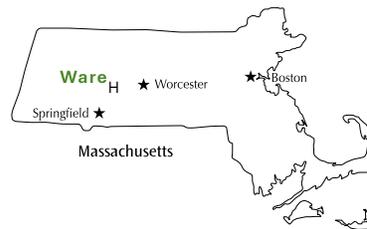
Applications available at [www.masc.org](http://www.masc.org), [www.massupt.org](http://www.massupt.org), [www.indeed.com](http://www.indeed.com), [www.schoolspring.com](http://www.schoolspring.com)

If applying via [www.masc.org](http://www.masc.org) or [www.massupt.org](http://www.massupt.org), applications should be submitted to [krasys@ware.k12.ma.us](mailto:krasys@ware.k12.ma.us) with the subject line *Ware Superintendent Search*.

For more information, contact Mel Whitham at [mwhitham@ware.k12.ma.us](mailto:mwhitham@ware.k12.ma.us).

- Completed application information must be received on or before **January 23, 2026**.
- The appointment will be made **the week of March 18** with anticipated starting date of **July 1, 2026**.

**Please do not contact school committee members or members of the school administration.**



*The Ware District is an equal opportunity employer.*