

**NOTICE OF VACANCY IN THE POSITION OF
SUPERINTENDENT OF SCHOOLS
BALDWIN COUNTY BOARD OF EDUCATION**

Job Title: Superintendent

Job Description: Superintendent of the Baldwin County Board of Education with the duties set forth for county superintendents in the Alabama Code §16-9-1 et seq. and by the school board.

Required qualifications: Alabama law requires the superintendent to be chosen for general fitness and character and that he or she be knowledgeable in school administration. The successful applicant should have or be eligible for the appropriate certification to serve as a superintendent in Alabama and must hold at least a master's degree, but preferably a doctorate in education. He or she must have experience as a classroom teacher and at least five years' experience in public school work. In addition, he or she must have worked for at least the last five years as a principal, administrator, assistant superintendent or superintendent. The successful candidate also must be qualified to be bonded by the school system's GLEO carrier.

Additional information: The base salary will be negotiable based on experience and a proven track record.

All applications will be taken by Mr. Campbell at:

**ADAMS and REESE, LLP
11 North Water Street, Mobile, AL 36602
(251) 650-0853
Facsimile (251) 650-2065
nash.campbell@arlaw.com**

Please carbon copy Lana.McNichol@arlaw.com with all applications.

Mr. Campbell will review all applications and recommend finalists to the School Board. The Board may interview some, or all, of the finalists. The finalist will be interviewed by the Baldwin County Board of Education.

Unofficial transcripts should also be sent to Mr. Campbell with all application materials at Adams & Reese, LLP.

Applications must be completed and transcripts received by May 8, 2026.

**For additional information, please contact
R. Nash Campbell at 251-650-0853 or
nash.campbell@arlaw.com**