



HARMONY ISD

Brian Gray, Interim Superintendent
9788 State Hwy. 154 West Big Sandy, TX 75755
Phone (903) 725-5495 Fax (903) 725-7079



Announcement of Vacancy

The Harmony ISD Board of Trustees is accepting applications from qualified candidates for the position of Superintendent of Schools. The Board seeks to find a highly qualified individual to become the new superintendent.

The Position

The Superintendent shall maintain positive and professional working relationships with the seven-member Board of Trustees to develop and implement policies to carry out the Board's beliefs and vision for the district. The Superintendent shall be the educational leader and chief executive officer of the district.

Board of Trustees

Jed Whitaker-President
Chad Wade-V. President
Ann Stegall-Secretary
Michael Pool-Member
Melinda Murphy-Member
Michael Seahorn-Member
Wayne Howard-Member

Conditions of Employment

- **Salary, Benefits and Contract Length:** Negotiable based on qualifications and experience
- **Travel:** Out-of-District; All reasonable expenses according to District policy
- **Professional Dues:** Membership fees for two professional organizations
- **Residence:** Preferably reside in District; or within one-hour travel response time



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Qualifications

The District is seeking a superintendent who can continue the District's academic, co-curricular and extra curricular programs and expand the goal of educational excellence and quality while placing a top priority on the education of all students.

- Experience as a superintendent is preferred. In lieu of this, at least five years experience as a school administrator is required
- TEA certification as a superintendent
- Improving the quality of education available to students while responding to the challenges of an ever-changing global population
- Being visible, approachable and communicating openly and effectively with the community, faculty, staff and board
- Effectively utilizing administrator teams, site-based management teams and other collaboration groups within the decision making process
- Providing strong leadership and supporting programs and decisions that enhance learning and the learning environment
- Effectively planning and managing financial resources
- Creating a stimulating school environment that enhances teaching and learning

Procedures

The Board of Trustees encourages applications from qualified candidates. Persons wishing to be considered should submit a formal application that includes:

- A letter of introduction



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- A current resume that includes candidate's education, previous employment with dates of service
- A list of persons who will serve as references and may be contacted immediately. This list should include previous employers, business and educational leaders and community members (with names, titles, addresses and telephone numbers) who will serve as references.
- Transcripts and evidence of Texas Superintendent Certification.
- Three letters of reference

Send all correspondence hardcopy or email to:

Brian Gray-Interim Superintendent
Harmony ISD
9788 State Highway 154
Big Sandy, TX 75755

grayb@harmonyisd.net

Candidates will remain confidential and only the **Lone Finalist** will be announced.

Candidates should not contact board members directly.

The deadline for consideration is Friday, October 16 @ 4pm

The District:

Harmony ISD has an enrollment of 841 students PK-12 for the 2026-2027 school year. The district has three campuses. The elementary serves PK-4; The JH campus serves 5-8 and the HS campus serves 9-12.



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Harmony ISD is currently completing a bond project that has added classrooms on both the elementary and JH campuses, as well as remodeling and updating of various facilities throughout the district. These projects are almost complete with just a few items remaining.

Harmony ISD's academics are consistently among the area's best. Harmony ISD received a 'B' on the latest accountability ratings. Harmony ISD has visionary course offerings with multiple CTE pathways.

The financial standing of the district is strong with the following key data points:

M&O Tax Rate: \$0.7552
I&S Tax Rate: \$0.2859
Total Tax Rate: \$1.0411
26-27 M&O Budget: \$15,772,313
M&O Fund Balance: \$5,555,255.44

Harmony ISD is Primarily located in Upshur County. However, some of the district extends into eastern Wood County. The campuses are located on State Highway 154, located 10 miles west of Gilmer and 9 miles northeast of Holly Lake Ranch, positioned between the rural communities of Rosewood and Rhonesboro.

For administrators looking for a quality district, with a supportive board and community...Harmony ISD is the place to be!

Tentative Timeline:

Post Vacancy	September 15, 2026
Application Deadline:	October 16, 2026
First Round Interviews:	October 26-30, 2026
Second Round Interviews:	November 2-6, 2026
Name Lone Finalist:	November 9, 2026
Begin 21 Day Waiting Period	
New Superintendent Begins:	TBD



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Harmony ISD considers applicants for all positions without regard to race, color, national origin, age, religion, sex, marital status, veteran or military status, disability or any other legally protected status.