

CHIEF FINANCIAL OFFICER

Red Lion Area School District | Red Lion, Pennsylvania

WHY THIS ROLE IS DIFFERENT

If you have built a career in finance and are looking for work that carries real community impact — without sacrificing strategic depth or leadership scope — this is a rare opportunity. As Chief Financial Officer of the Red Lion Area School District, you will steward a \$100+ million-dollar public enterprise, lead a diverse portfolio of operations, and directly shape the educational outcomes of thousands of students. Public education offers what few corporate roles can: mission-driven purpose, community visibility, long-term stability, and a legacy that outlasts any quarterly earnings cycle.

POSITION SUMMARY

The Chief Financial Officer (CFO) serves as the senior financial executive and strategic business partner to the Superintendent and Board of School Directors. This role carries executive responsibility for the District's financial health, operational infrastructure, and long-term fiscal strategy. The CFO provides visionary leadership across budgeting, treasury, financial reporting, compliance, risk management, and a broad portfolio of operational departments including Business Office, Child Nutrition, and Student Transportation.

This is a high-visibility executive position with direct influence on District governance, labor relations, community trust, and the allocation of public resources. The ideal candidate brings the financial sophistication of a corporate CFO, the agility to navigate a complex regulatory environment, and the character to lead with integrity, transparency, and accountability.

QUALIFICATIONS

Required

- Bachelor's degree in Accounting, Finance, Business Administration, or a closely related field.
- Minimum of 7–10 years of progressive financial leadership experience, including senior management responsibility.
- Demonstrated expertise in budgeting, financial planning, internal controls, and financial reporting.
- Strong command of GAAP and financial compliance frameworks.
- Proven ability to lead and develop operational teams.
- Exceptional communication skills — written, verbal, and presentational — with the ability to translate financial complexity for non-financial audiences.

Preferred

- CPA designation or MBA.
- Experience in public sector, municipal, or nonprofit finance.
- Familiarity with Pennsylvania Department of Education financial reporting systems and requirements.
- Experience in collective bargaining and public sector labor relations.

SUPERVISORY RESPONSIBILITIES

The CFO provides direct or indirect oversight of the following departments and functions:

- Business Office
- Child Nutrition
- Student Transportation

KEY RESPONSIBILITIES

Financial Strategy & Planning

- Serve as the Superintendent's primary advisor on all financial, business, and operational matters.
- Lead the development and execution of the District's annual budget, multi-year financial forecasts, and long-range capital and operational plans.
- Design and manage cash flow strategies, investment plans, and fund allocation to ensure financial stability and maximize the impact of public resources.
- Translate complex financial data into clear, actionable insights for the Board of School Directors, Superintendent, and community stakeholders.
- Advise on the financial implications of educational initiatives, staffing decisions, capital projects, and Board policy revisions.

Financial Operations & Compliance

- Establish and administer a fund accounting system compliant with Pennsylvania Department of Education (PDE) requirements, GAAP, and applicable federal, state, and local regulations.
- Ensure robust internal controls are in place across all financial functions to safeguard public assets and ensure audit readiness.
- Oversee budget transfers and reporting in accordance with PDE guidelines.
- Coordinate investment activities with financial consultants and banking institutions.
- Direct procurement processes, including bid preparations, openings, and contract awards.
- Negotiate key service and supply contracts, including transportation, fuel, and equipment agreements.

Operational Leadership

- Provide executive oversight of Business Office, Child Nutrition, and Student Transportation — setting performance objectives and driving continuous improvement.
- Champion operational excellence initiatives that reduce cost, improve service delivery, and support the District's educational mission.
- Facilitate cross-functional coordination between business and educational departments to ensure alignment of resources with District goals.
- Oversee the District's insurance portfolio and risk management programs.
- Partner with the Human Resources Director on employee benefit program administration and fiscal planning.

Board Relations, Labor & Community

- Contribute to the development of Board meeting agendas; prepare and present financial reports, recommendations, and analyses to the Board of School Directors.
- Participate actively in union contract negotiations, providing financial analysis and strategic counsel to the District's negotiating team.
- Build and maintain trusted relationships with administrators, staff, Board of School Directors, financial institutions, auditors, and government agencies.
- Serve as a credible, transparent spokesperson on financial matters to parents, taxpayers, and media when appropriate.
- Serve on District and community committees as assigned by the Superintendent.
- Fulfill the role of Board Secretary and understand the rules and regulations related to public meetings.

Leadership & Culture

- Set annual performance goals that are strategic, measurable, attainable, results-oriented, and time-bound — for yourself and your teams.
- Model a culture of accountability, continuous improvement, and service to the community.
- Perform all other duties as assigned by the Superintendent.

WHAT WE OFFER

We understand that attracting top executive talent means offering a compensation package that is competitive — not just within public education, but across sectors.

- Competitive executive salary commensurate with experience.
- Pennsylvania Public School Employees' Retirement System (PSERS) — a pension plan with defined contribution and defined benefit components.
- Comprehensive medical, dental, vision, and life insurance benefits.
- Retirement savings - 403(b)
- Tuition reimbursement.
- Generous paid leave and holiday schedule.
- Work that carries real community impact and public accountability.
- A collaborative leadership culture and a seat at the executive table from day one.

WORK ENVIRONMENT & PHYSICAL REQUIREMENTS

This position is primarily performed in an office environment with regular attendance at Board meetings, community events, and site visits across District facilities. Occasional evening and weekend commitments are required. The role demands the ability to sit for extended periods, operate standard office technology, and travel between District locations as needed.

Red Lion Area School District is an Equal Opportunity Employer.

To apply, submit a cover letter, resume, and references to Ms. Aislinn King @ kingam@rlasd.net.