



134 Marion Avenue North, Bremerton, WA 98312

Check us out at: [www.bremertonschools.org/](http://www.bremertonschools.org/)

Application deadline: March 2, 2025



## ABOUT OUR DISTRICT

Bremerton School District is located in Bremerton, Washington with 4,450 students and 730 staff. The district offers a comprehensive range of academic programs, extracurricular activities, athletic programs and student support services to empower all students, including:

- Spanish dual language immersion classes for grades K-5
- Elementary arts integration program
- An award-winning music program
- 80+ extracurricular activities
- Strong support for our military families
- AVID schoolwide & AVID electives
- 30+ CTE Classes offered including a new maritime program coming next year
- Numerous college & career programs
- Strong community support and partnerships

The district has 9 school campuses including:

- 6 elementary schools
- 1 middle school
- 1 comprehensive high school
- 1 choice high school

The District was one of just seven schools in the state to pass a bond in 2024. With the bond we are rebuilding two of our oldest elementary schools, relocating our choice high school, replacing our consolidated facilities building and adding air conditioning in all of our buildings. We've got a recently renovated Performing Arts Center and a new school and community sports complex.

Bremerton is a community enriched by its diversity, encompassing a wide range of racial and ethnic backgrounds and socioeconomic levels. Approximately 56 percent of our students identify as students of color, and more than 25 languages are spoken by our families.

Our students are approximately:

- 44% White
- 29% Hispanic/Latino
- 15% Two or more races
- 5% Black/African American
- 4% Asian
- 2% Native American/Pacific Islander
- 1% American Indian/Alaska Native

Our core values, adopted in 2024 as a part of our new strategic plan, are:

- Welcoming Environment:** Our community fosters a safe, supportive, consistent, and socially just culture for learning, work, and diverse perspectives
- Trusting Relationships:** Our community thrives when they feel a strong sense of belonging, and THAT is at the heart of everything we do.
- Lifelong Learning:** Our community grows when engaged in rigorous, relevant, and continuous learning.
- Unwavering Support:** Our community excels when we deliver the necessary resources needed to succeed.



## ABOUT OUR CITY

Bremerton is the largest city on the Kitsap Peninsula (population 43,505 - 2020 census), renowned for its Historic Naval and Maritime heritage.

Bremerton is a one hour scenic [ferry](#) ride - or thirty minute [fast ferry](#) ride - from downtown Seattle.

Bremerton offers rich history and vibrant culture with arty shops and eateries, museums, and numerous parks and public plazas - many with views of or access to the Puget Sound.

Bremerton is also home to the main campus of [Olympic College](#) which provides numerous 2- and 4-year degree programs, and enriches the community with many educational and community services and performing arts.

City website: <https://www.bremertonwa.gov/31/Discover-Bremerton>.

## SALARY AND BENEFITS:

The base salary will be in the range of \$230,000, plus a comprehensive benefits package. However, the final base salary and benefits package will be negotiated and based upon proven experience, qualifications, and meeting Board criteria.

## REQUIREMENTS:

Bremerton School District encourages all qualified candidates to apply. Superintendent credentials are preferred. Information about Washington's superintendent accreditation process is available at the Department of Education [website](#).



### [Application Link](#)

Questions should be directed to:

Ray & Associates, Inc.

Phone: 319-393-3115

[kathy@rayassoc.com](mailto:kathy@rayassoc.com)

Please do not contact the Board or District directly.

## DEADLINE AND SELECTION:

All materials submitted as part of the Superintendent application will remain confidential to the fullest extent allowed by law, which includes board review in a closed session of the School Board. After all applications have been reviewed and preliminary interviews conducted by the consulting firm, the names of the top candidates will be presented to the Bremerton School District School Board for consideration. Selection of candidates for interviews is the sole responsibility of the Board. Persons wishing to be considered for the position should submit an [online application](#) by **March 2, 2025**, which includes:

- A letter of application stating personal qualifications, experience and reasons for interest in the position;
- The online application form;
- A current resume; and
- 3-4 **current** letters of recommendation.