

**District School Board of Indian River County, Florida
6500 - 57th Street, Vero Beach, FL 32967**

If a person decides to appeal any decision made by the Board with respect to any matter considered at these meetings, he will need to ensure that a verbatim record is made which includes the testimony and evidence upon which the appeal is to be made.

INVOCATION: Shortly before the opening gavel that officially begins a School Board meeting, the Chairman will introduce the Invocation Speaker. No person in attendance is or shall be required to participate in this observance and the personal decision of each person regarding participation will have no impact on his or her right to actively participate in the School Board's business meeting.

Date: August 6, 2019

Time: 1:00 p.m.

Room: Joe N. Idlette, Jr. Teacher Education Center (TEC)

Special Business Meeting Agenda

- I. CALL MEETING TO ORDER
- II. PLEDGE OF ALLEGIANCE TO THE FLAG
- III. ADOPTION OF ORDERS OF THE DAY
- IV. CITIZEN INPUT
- V. PRESENTATIONS
 - A. Interviews of Superintendent Recruitment Firms – Dr. Moxley**
 - 1) FSBA
 - 2) Hazard & Young
- VI. CONSENT AGENDA
 - A. Approval of Personnel Recommendations – Dr. Moxley**
Attached is a list of personnel recommendations that includes personnel additions, terminations, and/or changes. Superintendent recommends approval.
- VII. ACTION AGENDA
 - A. Approval of Superintendent Recruitment Firm – Chairman Zorc**
- VIII. DISCUSSION
 - A. Budget – Chairman Zorc/Dr. Moxley/Mr. Fagan**
- IX. SCHOOL BOARD MEMBER MATTERS

X. SUPERINTENDENT'S CLOSING

XI. ADJOURNMENT

Any invocation that may be offered before the official start of the School Board business meeting is and shall be the voluntary offering of a private citizen to and for the benefit of the School Board pursuant to Resolution #2015-08. The views and beliefs expressed by the Invocation Speaker have not been previously reviewed or approved by the School Board and do not necessarily represent their individual religious beliefs, nor are the views or beliefs expressed intended to express allegiance to or preference for any particular religion, denomination, faith, creed, or belief by the School Board. No person in attendance at this meeting is or shall be required to participate in any invocation and such decision whether or not to participate will have no impact on his or her right to actively participate in the public meeting.

Anyone who needs a special accommodation to participate in these meetings may contact the School District's American Disabilities Act Coordinator at 564-3175 (TTY 564-2792) at least 48-hours in before the meeting. NOTE: Changes and amendments to the agenda can occur 72-hours prior to the meeting. All business meetings will be held in the Joe N. Idlette, Jr. Teacher Education Center (TEC) located in the J.A. Thompson Administrative Center at 6500 – 57th Street, Vero Beach, Fl 32967, unless otherwise specified. Meetings may broadcast live on Comcast/Xfinity Ch. 28, AT&T Uverse Ch. 99, and the School District's website stream; and may be replayed on Tuesdays and Thursdays at the time of the original meeting. For a schedule, please visit the District's website at www.indianriverschools.org/iretv. The agenda can be accessed by Internet at <http://www.indianriverschools.org>.

School Superintendent Search
School District of Indian River County
Dated June 26, 2019

Summary of Responses

Firm	Base Fee	Additional Expenses
Florida School Boards Assoc. Attn: Andrea Messina 203 S Monroe Street Tallahassee, FL 32301-1823	Not to Exceed \$25,000.	<ul style="list-style-type: none"> ● Travel and on-site expenses based on location of district and desired activities for candidate interviews. (did not provide an estimate) ● Advertising costs, printing, postage and publications costs (did not provide an estimated) ● Conduct Accurant background check on semifinalists at \$125 each
HYA Hazard Young Attea Assoc. Attn: Glenn "Max" McGee, Ph.D 1475 E. Woodfield Road Suite 1400 Schaumburg, IL 60173 847-724-8465	\$23,500 due in three installments.	<ul style="list-style-type: none"> ● Travel - mileage based on current IRS guidelines. (did not provide an estimate) ● Optional: reimburse candidates for travel, HYA will coordinate the reimbursement. ● Optional: Advertising packaging: from \$488 - \$6,320. (in addition to what is included in base fee) ● Background checks/Executive Due Diligence Services - range from \$1,100 - \$1,950 per candidate. ● Printing and postage: 3% of consulting fee if the Board wishes hard copies rather than Board portal. ● Community and Leadership Profile Survey is offered in English and Spanish. Additional languages are \$315 each.
Ray and Associates Inc. Attn: Ryan M. Ray, President 901 17th Street NE Cedar Rapids, Iowa 52402 319-393-3115	\$22,000 due in three installments	<ul style="list-style-type: none"> ● Travel, lodging, meals, shipping and other search related expenses (estimated at \$3,200). ● Candidate Reimbursement - if the Board chooses to do so (estimated at \$2,000 each)

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Florida School Boards Association

The voice of education in Florida.

Superintendent Search Services Indian River County School Board

The Florida School Boards Association was honored to be trusted by the Indian River County School Board to assist you in finding an Interim Superintendent. It was only last month that FSBA spent considerable time, effort, and resources to ensure that your district had continued leadership during your recent superintendent transition. We hope that we demonstrated to you our commitment to your success. We hope that you will, once again, honor us by allowing us to assist you in your permanent superintendent search.

We recognize that any search for your next education leader will be unique to your district's high expectations and your community's desires. We are offering you a broad-based search using our extensive state and national network of contacts with educational and business leaders. We can also discuss any alterations to this proposal to meet the personalized needs of your unique situation.

FSBA offers the best protection for the interests of your School Board; we are the only search firm whose primary concern is your School Board's successful match with a Superintendent who will meet your unique needs. Because we are a Florida firm, we are also heavily invested in ensuring that your new governance team continues to flourish long after the initial hiring process is complete.

The search process itself should be an exciting and unifying opportunity for everyone connected with your district. It provides an excellent opportunity to recommit to the direction and the priorities that have made your district a desirable school district in Florida. You are not, as we know you understand, just hiring to fill a position. The identification, recruitment, and selection of the type of educational leader you desire all require ongoing open communication that builds trust throughout the search process.

FSBA has a proven track record of providing exemplary leadership development services to School Boards throughout Florida. As the professional association for School Boards, FSBA has a stake in your Board and district's effectiveness. Finding an effective Superintendent to collaborate with your Board as part of the governance team is paramount; it is likely the most important decision your Board will ever make.

Thank you for the opportunity to provide this proposal to you.

*Thank you.
Andrea Meschino*

Florida School Boards Assn. Response to RFP IRCSD Superintendent Search Services

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Firm's Background and History

The Florida School Boards Association, Inc. (FSBA) is a nonprofit corporation representing the elected school boards in Florida. FSBA has been the collective voice for Florida school districts since 1930 and is closely allied with other educational and community agencies to work toward improvement of education in Florida. We currently count 65 of Florida's 67 districts as members of FSBA.

The MISSION of the Florida School Boards Association is

To increase student achievement through the development of effective school board leadership and advocacy for public education.

The Florida School Boards Association has a long history of accomplishment working with School Boards and their constituents to attract and place qualified Superintendents in Florida school districts. FSBA has led more than 80 Superintendent searches in the last 40 years and has worked with many districts multiple times due to retirements, Board direction changes, or other circumstances causing the loss of a Superintendent.

FSBA is committed to and has a proven track record of recruiting traditional, non-traditional, minority, and both in- and out-of-state candidates, as well as nurturing and assisting in the development of Florida talent.

Since 2016, the current FSBA Superintendent Search team (listed in Assigned Staff Qualifications section) facilitated the superintendent searches for Osceola County, Sarasota, St. Johns, Alachua, Flagler and Brevard counties' School Boards as well as the interim superintendent searches in Indian River and Volusia counties. FSBA has experience in leading over eighty (85) successful permanent Superintendent Searches, six in the last two years

Additionally, FSBA is uniquely committed to the achievement of *your* goals and is qualified to support your school district once a new Superintendent has been hired. Follow up services, included in this proposal, are crucial to ensuring the realization of a highly effective governance team. Our goal is to assist you in finding the best fit for your district at this time.

FSBA fully understands and operates with the parameters of Chapters 119 and 286. We have a proven history of success operating within Florida Public Records and Sunshine Laws. We work with district staff to ensure proper advertisement of all meetings; we ensure all records are fully maintained and compliant with Public Records requirements. We have legal counsel under contract to advise as well as work collaboratively with district legal counsel to ensure compliance. In the 30+ year history of conducting superintendent searches in Florida, we have not had a single complaint regarding Chapters 119 and 286 of Florida Statutes.

FSBA has had no contracts that have been terminated unfavorably or that have been unsuccessful within the past five (5) years; no litigation or regulatory action has been filed against FSBA.

FSBA is committed to equal opportunity in recruitment, selection, and promotion of all personnel. The Executive Director is required to use nondiscriminatory practices in employment and in employee rights regarding race, sex, age, religion, marital status, handicap, creed, or national origin.

Assigned Staff Qualifications

We offer a multi-faceted team comprised of a **former Florida school board member** now Executive Director of the Florida School Boards Association; **former Florida superintendent**, now consultant to Florida School Boards Association and the Florida Association of District School Superintendents; and **former Florida district human resources executive director**, also now consultant to Florida School Boards Association and the Florida Association of District School Superintendents. Providing these three perspectives ensures a well-rounded consideration of issues throughout your search.

FSBA's Superintendent Search Team

Why select Florida School Boards Association team for your search?

- FSBA has experience in leading over eighty-five (85) successful Superintendent Searches, six in the last two years for permanent superintendents, two in the last three months for interim superintendents.
- Through our active and constant engagement in school districts, we engage with and develop emerging leaders in all of Florida's school districts, many of whom are aspiring superintendents.
- The FSBA team has experience recruiting and working with in-state, out-of-state, minority, and non- traditional candidates.
- The FSBA team knows your board members, your community, and Florida's education and legislative landscape.
- The FSBA team offers 24-Hour availability to all candidates, the Board, and media.
- The FSBA team has extensive experience with Florida public records, Sunshine laws, and media outlets.
- The FSBA team's proximity to your district reduces travel and lodging costs.
- FSBA offers additional inclusive services such as:
 - Working with the Superintendent and your Board during the transition phase to develop and put into action an on-boarding plan.
 - Merging your Board's expectations with the Superintendent's performance and evaluation instruments.

Andrea Messina

Since 2015, Andrea Messina has been the Executive Director of the Florida School Boards Association. Previously, Andrea served as FSBA's Director of Board Development, a post she held for 2 ½ years. In this role, Andrea was the go-to person in Florida on the issue of School Board and Superintendent Relations, providing coaching and leadership support to district governance teams and their members.

In the last 4 years, Andrea led successful superintendent search processes in Osceola, Sarasota, St. Johns, Alachua, Flagler and Brevard counties, Florida. **All superintendents are still serving their districts.** Additionally, she in the last three months, she led successful Interim Superintendent searches in your own county and Volusia County.

Andrea is known for her ability to maximize team efforts through knowing and understanding various personality, learning, behavioral, listening, and leadership styles of team members and bringing together team members with different styles to work together toward achieving a shared goal.

Prior to assuming the position of Executive Director, Andrea assisted in Superintendent searches as an FSBA staff member as well as participated in Superintendent searches while serving as a School Board member in Charlotte County. Her insight into the search process as a Board Member is a crucial element in FSBA's Superintendent Search offering.

Andrea has led and facilitated professional development and community input sessions for groups ranging from two to over three hundred. Andrea is a skilled trainer with multiple certifications including Facilitative Leadership and Seven Habits for Highly Effective People and has a proven track record of working collaboratively with a wide range of internal and external stakeholders.

Andrea's experience includes teaching high school English for eight years and being elected to the Charlotte County School Board for three terms where she served as chair four times. During Andrea's tenure on the Charlotte County School Board, the district received nine straight "High Performing School District" designations by FLDOE.

Additionally, Andrea has testified before committees in the Florida Legislature and the US Congress, served as a Keynote Speaker for numerous civic groups, state-wide organization meetings and conferences, national organization meetings and conferences, and authored various education articles on local school district issues, community involvement, School Board governance, and School Board/Superintendent relations.

Dr. Bill Vogel

Dr. Bill Vogel retired as Superintendent of Seminole County, Florida in 2012, a post he held for nine years. Since his retirement, Bill has worked with Jim Huges and Associates and the Florida School Boards Association conducting Superintendent Searches.

Now also working with the Florida Association of District School Superintendents (FADSS), he is currently the go-to mentor for new superintendents in Florida and has personally developed and delivered the New Superintendent Training Program for FADSS. He currently mentors several sitting Superintendents and supports many other Superintendents and conducts financial, human resources, personnel and payroll in-depth studies. Bill has been an Adjunct Professor for the University of Central Florida, and is presently Chief Negotiator for the Manatee County School District.

Prior to leading Seminole County, a high performing district of 60,000+ students and 8,000+ employees, Bill led the St. Lucie County School District for seven years. While in that position, Bill was named the Florida Superintendent of the Year, a title he received after five years in the position.

Some of his greatest accomplishments while leading two Florida school districts were his advancements in student academic achievement every year for the fifteen years in the top leadership position, and his ability to work with parent and community groups to extend educational possibilities.

Dr. Vogel was honored by Seminole County when he was selected for the Envision Seminole Leadership Award. He also received the following awards: Seminole State College Pathfinder Award, Raymond Gaines Leadership Award, Metro Orlando Hispanic Chamber Sun Award, Florida Atlantic University Outstanding Professional Educator Alumni Award, Florida Alliance for Arts Education award, Above and Beyond Service Award, Leadership Award from the Office of the State Attorney, 18th Judicial Circuit, Outstanding Educator Award from the Conference on the Education of Minorities in Florida, SECME: Bethune, Carver, Dewey Educational Leadership Award, Florida Association of School Administrators, Lamp of Knowledge Award, "Medallion of Excellence" Award from Senator Ken Pruitt and the Rotary International Paul Harris Fellow award, two years.

His ability to bring individuals together to envision the future, and his sincere efforts to ensure others achieve their goals has built his reputation of honesty and credibility, and a leader who is committed to achieving desired results.

John Reichert

John Reichert retired as Executive Director of Human Resources and Professional Standards (Seminole) in 2013, but was quickly called back into education when he served on a Florida Association of District School Superintendents' Personnel study in the Polk County School District. Making such a dramatic impression on the district, he was hired to remain in a consultant role with the district long-term. His stint in Polk quickly led to his reputation as the leading HR specialist for school districts, a function he serves through his work with FADSS.

John has worked with FSBA conducting Superintendent Searches since 2012, and has served as the point person on several searches. He knows how to navigate district systems and work with district staff to ensure all logistics are handled with organization and skill.

Besides the Polk County assignment, John contracts part-time for the FADSS organization, and has consulted in the following school districts: Alachua, Bradford, Columbia, Flagler, Franklin, Gadsden, Hernando, Highlands, Levy, Pinellas, Madison, Manatee, Martin, Nassau, Sarasota, St. Johns, St. Lucie and Walton counties. He was the district contact on two previous Seminole County Superintendent Search processes and designed and led the 2012 Superintendent Search. In 2015, he conducted a successful national search for an Executive Director for the Manatee County School District.

John began his career in education as a math teacher. He quickly moved into administration when he became Dean of Students, then Assistant Principal. Becoming the Assistant Director of Personnel Services was his first step into a district level administrative position. He advanced to Director of Personnel Services, being recognized throughout the state for his thorough and innovative human resource practices and processes. He has presented at local and state conferences and readily shares his learnings with others. When his role expanded to Ombudsman, his responsibilities included receiving and investigating complaints from applicants, employees, students, parents, and members of the community associated with all functions and aspects of the Seminole County Public School System.

As the Director of Human Resources, then Executive Director of Human Resources and Professional Standards, John was responsible for administering all functions associated with the Department of Human Resources and Professional Standards: application/screening process, recruitment and retention, employment processing, annual reappointment and staffing, payroll, retirement, certification, investigation of employee misconduct, employee discipline, unemployment compensation, educational equity, and various other programs as required by district policy, Florida Statutes and/or the Florida Department of Education.

Mr. Reichert received his formal education at the University of Georgia and his Master of Education Degree from Rollins College. Extensive educational growth opportunities have

Florida School Boards Assn. Response to RFP IRCSD Superintendent Search Services 8

kept John on the cutting edge of his educational understandings. He has presented to new Florida school Superintendents pertaining to duties and requirements pursuant to Florida Statutes, Human Resources Management, Professional Standards and Labor Relations. His ability to relate to people and break down complex theories has made him a sought-after consultant.

Project Approach

FSBA works directly with the school board to determine the types of candidates they would like to target and then, together, we develop a roadmap to ensure targeted candidates apply. Specific tasks to be performed and the timeline within which each task shall be accomplished can be found in the timeline section.

Depending on the needs of the district, FSBA works with the National Affiliation of Superintendent Searchers as well as other national administrator and other federated organizations (names withheld/proprietary) to target leaders fitting your district's desired profile, qualifications, and qualities. Additionally, FSBA maintains a data base of qualified candidates who have indicated an interest in serving as superintendent in Florida as well as others who are targeted due to their recognized effectiveness in their respective roles.

Because FSBA is recognized as the foremost collaborator with Florida school districts, we develop positive relationships with aspiring superintendents who look to FSBA to suggest districts where successful board/superintendent governance can be achieved. Additionally, through our national networks, we have developed a reputation for successful applicant experiences which contributes to our ability to recruit.

In the last three years, the FSBA search team has conducted successful searches in Sarasota, St. Johns, Alachua, Flagler and Brevard counties. **All superintendents are still serving their districts.**

District name	Students	Search timeframe
St. Johns	36,000	March 2016 – November 2016
Sarasota	42,600	April 2016 – February 2017
Alachua	27,000	October 2016 – June 2017
Flagler	13,000	February 2017 – June 2017
Brevard	73,000	May 2018 – July 2018

District	Applicants	States Represented	Doctorate Degrees	Current Superintendents	Community Panel Members
St. Johns	21	9	12	7	30
Sarasota	49	20	29	14	16
Alachua	49	15	29	5	10
Flagler	45	19	8	6	20
Brevard	16	5	11	3	N/A

Recruitment

FSBA's planned action to recruit traditional and non-traditional candidates begins with

FSBA's staff and associates having long-term active participation in Florida education and other state coalitions, bringing knowledge of local challenges and opportunities facing your school district.

The FSBA recruitment strategy is described below. Specific placement of advertisement, either digitally or in print, contains proprietary information that may be redacted but will be shared either during interview or other verbal communication if desired:

- Based on the job description and position requirements, and in collaboration with the school board, a compelling advertisement is developed for print and digital distribution.
- Venues are identified for distribution of advertisement, depending on district needs.
- District advertisement is digitally sent to identified venues, depending on appropriateness. Several associations have reciprocal agreements with FSBA for inclusion on their job search portals.
- District print advertisement is sent to identified venues, depending on appropriateness. This includes all Florida Board Members and Superintendents for distribution statewide, as well as with other national partners.
- Both digital and print advertisements are sent to various national leadership development organizations and direct telephone follow-up occurs with organizations and prospective applicants.
- FSBA direct outreach to our database of interested applicants is made.
- Depending on the job description and position requirements, FSBA team identifies state and national leaders who would reasonably be considered a good fit with the district; FSBA direct outreach occurs to inform leaders and encourage them to apply.
- FSBA team direct outreach on referrals from Board members and referrals from the community.
- The FSBA search team currently works with nearly all Florida school districts and has built strong relationships with high performing potential candidates with whom we communicate on a regular basis.
- We have found that the team's reputation for being available to applicants by phone, text, or email in an on-demand basis has proven successful in recruiting and retaining quality applicants.
- FSBA maintains a network of national contacts through NSBA, state School Board Associations' Executive Directors, and the National Affiliation of Superintendent Searchers (NASS) who know and have worked with many of the applicants, allowing us to gain valuable insight into candidates, information that no other search firm can access.

FSBA utilizes a team approach in working with your Board Member contact, district staff as designated, and School Board Attorney or HR staff who will conduct the background checks of the finalists and perform other search-related functions.

Should the Board desire non-traditional applicants, the FSBA will assist in developing an appropriate job description as well as requirements.

FSBA has had past success in attracting non-traditional applicants and team members are currently working with several current non-traditional superintendents. In fact, several non-traditional candidates have been a part of our search process and a non-traditional candidate was selected in a previous search.

Our spectrum of advertising venues (professional magazines, journals, websites, site specific publications and other sources as site/requirement demands) enables us to attract non-traditional applicants if desired by the School Board.

For example, the FSBA Team communicates with the Broad Center which develops leaders to transform America's Urban Schools. Their leadership program includes leaders from underrepresented populations as well as those with non-traditional backgrounds including business, industry, and military.

Candidate evaluation and screening process

- Review Board job description and applicant's qualifications to determine if the applicant is qualified.
- Review all applications and resumes to determine compatibility with Board priorities.
- Review online data and news information about the applicant.
- Contact references submitted as well as others who may personally be able to speak to skills of applicants including other educators, community leaders, or state association staff.
- Check the FDPE Professional Practice website.
- Review qualified applicants with a screening committee if desired by the Board.
- Obtain a copy of the applicants personnel file.
- The FSBA team will submit a list of semifinalists, if desired by the Board.
- Once semifinalists are determined, conduct Accurant background searches/comprehensive reports at a cost of \$125/candidate to the district. This search will reveal any legal actions against the candidate (current or past), social media accounts, news articles, and more. Upon discovery of any questionable information, FSBA follows up directly with candidate to determine if a reasonable explanation is available. Depending on the results of this search, FSBA may directly call each board member to inform them of findings.

Internal and external stakeholder involvement

The participation of the public is a crucial element to your superintendent search process and must be carefully considered to ensure that it will enhance public contribution to the process.

FSBA provides on-site representation and facilitation at community meetings and other meetings associated with the search and is available to attend board meetings, as requested

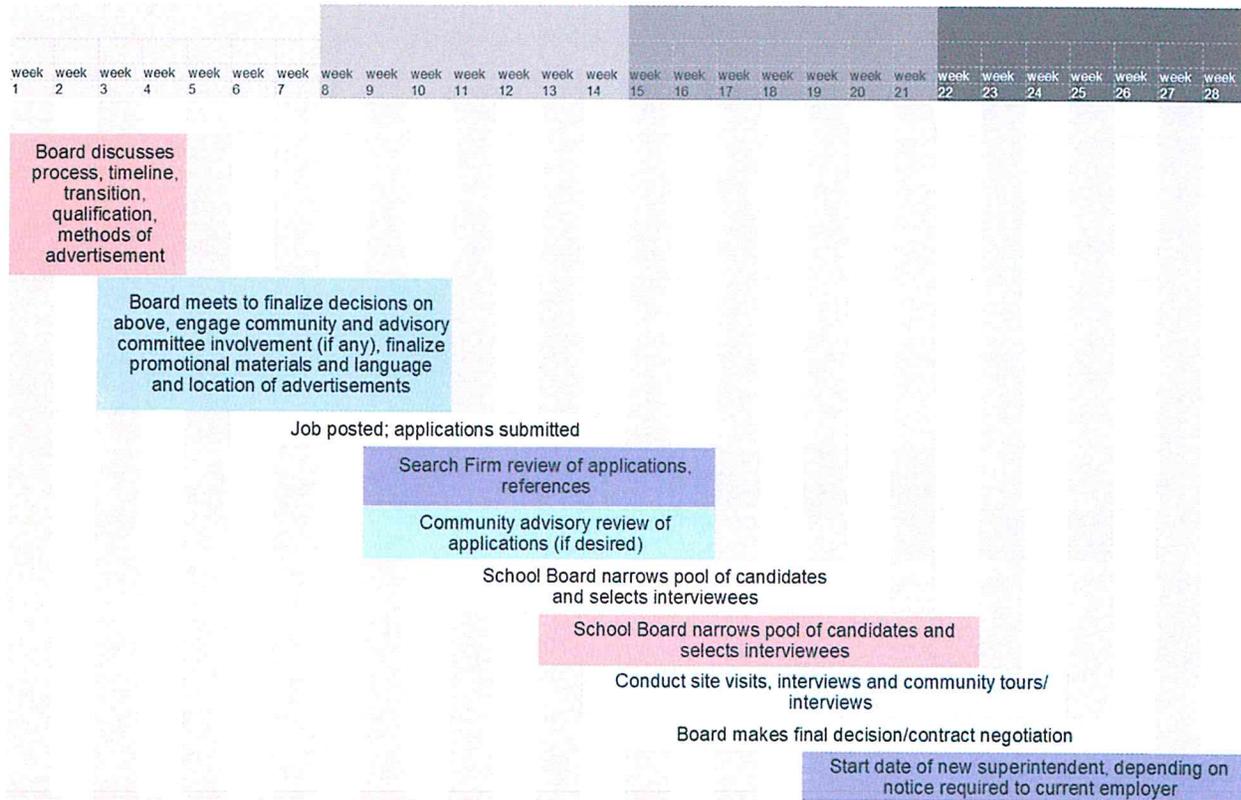
Below are opportunities for internal and external stakeholder involvement. Specific community involvement is determined by each board to best meet the individual needs of the district.

- Preparation of an online community and staff survey as approved by the Board, and hosted on the District website.
- Focus group participation, in person or via electronic means.
- Identify and recommend to the Board characteristics and district areas of need.
 - Identify the high priority needs of the district.
 - Establish the characteristics desired in the new school leader.
- Provide feedback to the School Board after being involved with the candidates during their on-site interviews.
 - Give opportunities for stakeholders to create and offer impressions of the candidates, relative to the Board's clearly articulated desired characteristics, the district's needs, and the community.
 - NOTE: Only the School Board can make the Superintendent selection—it will be made clear from the beginning by the facilitator to the involved Stakeholders that they will not be ranking the candidates, only giving their impressions to the Board.
- Recommended stakeholder groups to be considered:
 - Parents
 - Students
 - Business Representatives
 - Community Leaders
 - Retirees
 - Employees
 - Teachers
 - Non-Certified Employees
 - Administrators
- During candidates' in-county visits:

Information from the various stakeholder groups will be assimilated and given to the Board in writing following each interview so that the Board can use this feedback in their deliberations

Project Timeline

FSBA Superintendent Search Timeline



Timeline:

We work with you to determine your desired hire date and then work backwards from there to schedule all necessary segments of your search. We have conducted a search in as short as 7 weeks and as long as 16 months. Our timeline is predicated on your needs and timeline.

Phase 1: Pre-search activities

Workshop session(s) with School Board, interview with Superintendent, if desired.

Any search for a school district's chief executive must be custom tailored to meet the needs of each individual school district. A pre-search session will focus on the current status of the district, immediate and pressing issues and long-term considerations that need thoughtful planning. Also, we will discuss protocols presently used by the Superintendent and Board, paying attention to what worked well and what might need special focus when working with another leader. Transition planning is also discussed during this phase.

Phase 2: Identify district priorities and strategic goals in relation to needs of the district and the qualities desired in a Superintendent

An initial Board Work Session, supplemented by input sessions from stakeholders, to gain insight into desired qualities and qualifications for your next district leader, would be held.

Each Board Member and other key education and community leaders identified by the Board, such as administrators, teachers, parents, business leaders, and others, should provide input to determine the perceived needs of the district and the attitudes, abilities, and skills most desired in the new Superintendent.

The results of these input sessions will help to determine the content for the position posting and venues for advertising.

Input sessions can be held through a variety of platforms—roundtable discussions, town hall style meetings, electronic platforms, etc.

Phase 3: Determine the extent of community involvement in the process

FSBA's Superintendent Search Team works with your board to determine the amount and level of desired community engagement.

The Board determines the role of the community in the search process. FSBA will assist in developing guidelines and processes for selected community involvement process which may include but not be limited to community focus groups as addressed above in Phase 2, Community Advisory Committee(s), if desired and applicant screening involvement, if requested.

Phase 4: Develop recruitment materials, application procedures, and advertisement plan

Pursuant to Board input and direction, the FSBA Superintendent Search Team will collaborate with key district staff members to develop appropriate advertising materials that will announce the vacancy, identify required and/or preferred position qualifications, identify a salary range/benefits and length of contract to be offered, outline the application requirements/process and provide a description of the school district.

We will develop application procedures, and an advertisement plan with associated timeline. We will distribute to marketing bases and potential candidates, as identified by district or our team.

Phase 5: Develop plan for receiving applications and how they will be processed

The FSBA Superintendent Search Team will outline a specific plan for how all resume packets and associated materials will be received, processed, shared, documented, and

available to the public. We will, with the board, determine a plan for communicating with applicants regarding material submission and associated questions. We will identify a public records custodian/contact person within the district to ensure that all requests for information are responded to efficiently.

Phase 6: Conduct reference checks, and determine process for selecting candidates for the interview phase

Under the direction of the School Board, candidates must be screened and references checked. The FSBA Superintendent Search Team will work with the board to determine a process for selecting candidates to be interviewed, and determine if the applicant pool will be filtered through any semi-finalist process.

Phase 7: Interview candidates

An interview process should be established for the final candidates with Board members and could include representation from the internal education community, the broader community, and other designated parties. FSBA will develop an on-site interview schedule based upon the number of finalists and associated activities including scheduling and scripting of meeting as well as developing custom questions for board use, if desired. The FSBA Superintendent Search Team will be on-site during the candidate interviews to ensure this crucial element of the process runs smoothly.

Phase 8: Select a candidate

The FSBA Superintendent Search Team will work with the board to determine a process to select the final candidate that best meets the needs of the district. We will provide, with input from your board, a meeting agenda and script for appropriate sections of the selection meeting.

Phase 9: Develop contract and agreements

The Board, the candidate, and the Board's attorney must establish a final employment agreement, as well as the expectations of the District for the Superintendent's performance and evaluation measurements. The FSBA Superintendent Search Team continues to serve as a resource to assist with the contract language and to develop a transition for the new district leader.

Minimum of 3 References

Each person listed below served as chair of their board during the FSBA search process

Patrick Canan, St. Johns County School Board Member
40 Orange Street, St. Augustine, FL 32084
patrick.canan@stjohns.k12.fl.us or (904) 716-3450

Caroline Zucker, Sarasota County School Board Member
1960 Landings Boulevard, Sarasota, FL 34231
Caroline.zucker@sarasotacountyschools.net or 941-780-8566

Rob Hyatt, Alachua County School Board Member
620 East University Avenue, Gainesville, FL 32601
Rob.hyatt@gm.sbac.edu or 352-378-9903

Trevor Tucker, Flagler County School Board Member
1769 East Moody Boulevard, Bunnell, FL 32110
Tuckert@flaglerschools.com or 386-931-5165

John Craig, former Brevard County School Board Member
321.271.9705

Carl Persis, Volusia County School Board Chair
200 N Clara Avenue, Deland, FL 32720
cpersis@cfl.rr.com or 386-316-3600

Price Proposal

FSBA Led Superintendent Search Services

The maximum, "not to exceed" base fee for the full search services outlined, including Phases 1 through 9, is \$25,000 for FSBA full member districts.

Total estimated travel and additional on-site expenses determined based on location of district and desired activities for candidate interviews.

Additional expenses to be incurred by the district would include the following:

- Advertising costs.
- Printing, postage and publication costs.
- Board attorney costs to conduct reference checks on finalists and other specific requests of the board.
- District staff time associated with various aspects of process.



School District of Indian River County SUPERINTENDENT SEARCH PROPOSAL



ORIGINAL

June 28, 2019

Ms. Laura Zorc, BOE Chairman
School District of Indian River County
6500 57th Street
Vero Beach, FL 32967

Dear Members of the Indian River County Schools Board of Education:

Thank you for the opportunity to present this overview of the services that Hazard, Young, Attea & Associates, (HYA) can provide to the School District of Indian River County in your search for a new Superintendent. Why is HYA exceptional amongst educational search firms? We believe it is due to the following factors:

NATIONAL REACH – LOCAL KNOWLEDGE: We have conducted over 1400 searches and are represented by associates across the nation. We have also conducted searches for more than half of the member districts of the Council of Great City Schools and 47 of the 100 largest districts in the country.

THE BOARD PORTAL: Communication and organization are critical to successful searches. Our web-based delivery system gives the Board anytime, anywhere access to all documents regarding the search. Whether through a tablet, smart phone, laptop or desktop computer, the Board and the search Associates have confidential access to all information associated with the search in an organized, transparent, and timely manner.

RESEARCH BASED COMMUNITY ENGAGEMENT: HYA's community engagement process and online survey employ research-based approaches to identifying the goals, needs, and priorities of the school system along with the desired characteristics of its next leader. The survey was developed based on research on effective leadership.

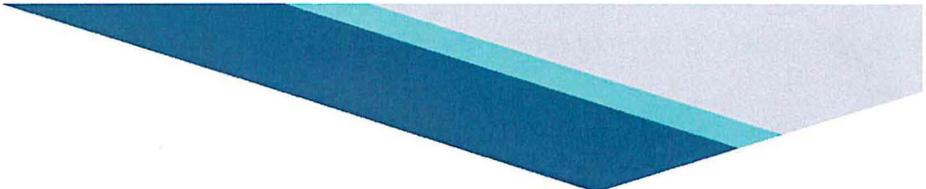
MORE THAN A BACKGROUND CHECK – EXECUTIVE DUE DILIGENCE: HYA's comprehensive and expanded background checks are completed by independent third-party investigators and include an executive summary allowing for an analysis of findings, not simply dozens of articles and documents for Board members to read.

Additionally, the brochure entitled, HYA Signature Search Process, defines a prototypical search, but please know that HYA customizes each search to the District's and Board's specific needs and wishes.

Sincerely,



Glenn "Max" McGee, Ph.D.
President
Hazard, Young, Attea & Associates



I. Firm’s Background and History

Established in 1987 our firm has more experience in identifying quality educational executives than any other firm in the industry. During a typical year, the firm conducts 30 – 45 executive searches concurrently. We find that the large quantity of searches the firm and its Associates conducts puts us at a competitive advantage with respect to other search firms, in that our search volume places us in more frequent contact with a larger number of potential candidates, many of whom are not actively seeking employment but are then known to us and can thus be recruited when or if an appropriate position arises. The student enrollment in these districts range from less than 100 students to upwards of 640,000. After more than 1,400 searches in every region of the country, HYA is in possession of a network of unique depth and breadth, and is therefore also in a stronger position to identify individuals who meet the unique and varied needs of the clients we serve. Represented by 100+ associates through the country, each Associate brings extensive executive search experience and comes from a broad range of educational backgrounds. Through continuing involvement in school and university work, HYA Associates are aware of current educational issues and have strong relationships with educational leaders and opinion-makers in administrative leadership and management.

II. Assigned Staff Qualifications

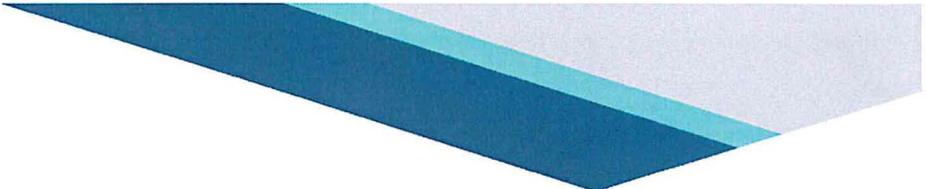
HYA assigns an individual management team to each executive search that it conducts. Upon the concurrence of the Board, HYA proposes the following search team.

HYA Associate	Cell Phone	Email
Bill Adams	609.471.4046	billadams@hyasearch.com
Monica Browne	201.835.0357	monicabrowne@hyasearch.com

Daneyelle Martell, serves as project manager and can be reached at 847-744-5632 and daneyellemartell@hyasearch.com. Executive oversight for the search is provided by the HYA president, Dr. Max McGee. He can be reached at 224-234-6129 and maxmcgee@hyasearch.com.

III. Project Approach

Hazard, Young, Attea and Associates, (HYA) Proposes to conduct a national search for talented and highly qualified candidates for the position of Superintendent of Schools for School District



of Indian River County (hereinafter referred to as IRC or the District). This document serves to clearly outline the specific services, deliverables and costs proposed for IRC.

SCOPE OF SERVICES

Full descriptions of each phase in our search process are available in our *HYA Signature Search Process* brochure. HYA shall provide the following services and deliverables.

Engage Phase



- Conduct a Planning Meeting with the Board and provide a summary of said meeting which will detail the timeline and steps of the search process and decisions made by the board;
- Survey community constituents electronically and provide a report of findings;
- Provide for up to four individual consultant days for interviews, focus groups, and/or town hall meetings to gather in-person input from constituent groups as decided by the board; additional days are billed at \$1000/day;
- Present a *Leadership Profile Report* to the Board, and propose *Desired Characteristics* based on the data from the survey, interviews with district and community representatives and other material made available to the associates;

Recruit Phase



- Prepare and place advertisements as selected and paid for by the Board;
- Recruit and contact candidates utilizing national networks;
- Correspond with candidates regarding the search process, timeline, *Leadership Profile Report* and *Desired Characteristics*;
- Interview candidates;
- Conduct reference checks;
- Identify best qualified candidates;
- Prepare application materials of selected slate of candidates for Board consideration;

Select Phase



- Present a slate of candidates, the number of candidates to be determined by the Board with a recommendation from HYA;

- Conduct the Interview Workshop and provide materials and protocol to ensure informative effective Board interviews;
- Schedule interviews for the Board with selected semi-finalists and finalists;
- Facilitate Board discussion to narrow candidate pool after each round of interviews;
- Coordinate and provide third party, independent investigative background check(s) of candidates as selected and paid for by the Board;
- The Board's decision to hire or not hire a particular candidate is at the sole discretion of the Board; and the Board takes responsibility for that decision

Transition Phase



- Communicate with all unsuccessful candidates at the close of the search and the appointment of the new Superintendent;
- Hold a debriefing meeting with the new Superintendent and Board regarding information learned throughout the search process;
- Offer other transition services to be considered by the Board and if desired, paid for by the Board.

GUARANTEES

Fixed Price

Throughout the search process the Associates will be available to counsel with the Board about the search. The consultants will assist the Board until the Board determines it has found the appropriate candidate for the position.

Non-Solicitation of Selected Candidate

The Superintendent appointed with HYA's assistance will not be presented to another Board as a candidate if it would result in the Superintendent leaving the District within three (3) years of employment unless the Board provides written authorization to HYA that they may do so.

Client-Satisfaction

If the Superintendent departs from the position during the first year under any circumstances or within two (2) years if a majority of the Board is still in place and departure is due to dissatisfaction and not personal or familial reasons, HYA will recruit new candidates for the Board at no additional cost barring travel, advertising and due diligence expenses.

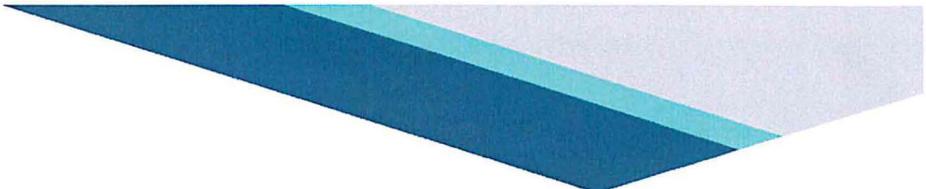
Price Match

HYA will agree to match the price of any competitive bid as long as the bid is for a comparable level of services and support (both time and process).

IV. Project Timeline

Activity	Proposed Dates
Planning meeting with board	8/13/19
Online survey open/close	8/15 -8/30/2019
Advertising	9/16/19
Leadership profile development interviews/focus groups	8/19 – 22/2019
<i>Leadership Profile Report</i> presented to board	9/10/19
Application deadline	12/16/19
Seminar for interviews and final stages of search process	1/14/20
Slate presented to board	1/14/20
Board initial interviews	1/18/20 (Saturday)
Boards meets to identify semi-finalists	1/18/20 (Saturday)
Board interviews with semi-finalists	1/25/20 (Saturday)
Third-party background checks	2/7/20
Board site visit	Optional
Announcement of appointment	2/25/20
Superintendent assumes responsibility	7/1/20
Retreat with new superintendent (optional)	To be determined after appointment of new Superintendent

- *The above is presented assuming an appointment is made on 7/23/19*
- *The calendar will be adjusted to meet Board member schedules and availability. The calendar can also be modified and accelerated for a successor start date of 1/1/2020.*



V. References

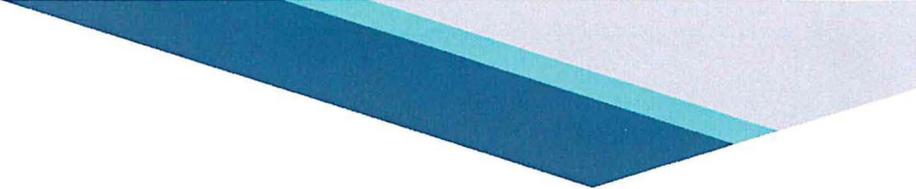
HYA’s reputation for effectiveness and integrity is extremely important. The following references were chosen because the board worked with the HYA Associates being proposed for the search or because the district is of similar size and demographic profile to IRC. In addition to the references listed below, an extensive list of national searches our firm has completed since 2013 is attached.

District Name and State	Reference Name	Contact Information
Beaufort County SD (SC)	Dr Christina Gwozdz Robyn Cushingberry	ChristinaGwozdz@beaufort.k12.sc.us 843-322-2357
Blue Valley SD 229 (KS)	Mike Seitz	913.226.7765
Duval County PSD (FL)	Paula Wright	904.390.2374
Midland ISD (TX)	Rick Davis	432.683.6686
Newark PS (NJ)	Josephine Garcia	j4garcia@nps.k12.nj.us
Providence PSD (RI)	Nicholas Hemond	401.453.8600
Richmond City SD (VA)	Dawn Pope Thomas Farrell	804.402.5000 804.513.0523
Stafford County PS (VA)	DeWayne McOsker	540.751.8809

VI. Price Proposal

In consideration for Services, the District will pay to Hazard, Young, Attea and Associates:

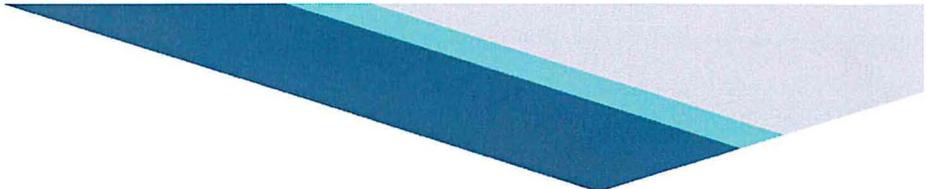
- A. Consulting Fee for the search in the amount of \$23,500. This fee is due in three installments:
- 50% will be invoiced upon execution of the contract/agreement
 - 25% will be invoiced upon presentation of the Leadership Profile Report
 - 25% will be invoiced upon presentation of the slate

- 
- B. Associate Expenses for travel will be reimbursed by the Board. Mileage reimbursement is based on current IRS guidelines.
 - C. If the Board chooses to reimburse candidates for travel for interviews, HYA will coordinate the reimbursement.
 - D. Based on past experience, HYA has designed advertising packages to maximize exposure for the vacancy. The Board will choose the package that best suits their needs. Advertising on the HYA's webpage and social media pages are included in the consulting fee. Optional national advertising packages range from \$488 - \$6320. See Appendix A in the *HYA Signature Search Process* for additional details.
 - E. Background checks/Executive Due Diligence Services as selected by the Board. The cost ranges from \$1100 - \$1950 per candidate. See Appendix B of the *HYA Signature Search Process* brochure for investigative procedures and options.
 - F. Printing and Postage; HYA is a green corporation whereby all documents related to the search will be provided via a Board portal. If the Board wishes to have hard copies, 3% of the Consulting Fee will be added to the agreement as an additional fee to cover the costs associated with printing, binding and shipping all materials.
 - G. The Community and Leadership Profile Survey is offered in English and Spanish. If the district wishes to offer the survey in additional languages, the fee is \$315 per language. Please allow up to two weeks for translation. Custom requests will be quoted based on scope of customization.

Optional Transition Services

The Transition Phase consists of assisting the Board and new Superintendent to assure a successful transition. HYA associates will meet with the new Superintendent and Board leadership regarding the information learned throughout the search process. HYA offers additional Transition Services, please see appendix C of *HYA Signature Search Process* brochure for a full description of transition services.

- \$3000 Board Governance Workshop
- \$5000 Board Goal Setting and Superintendent Evaluation
- \$15,000 Comprehensive First Year Support (includes Governance Workshop and Board Goal Setting and Superintendent Evaluation)
- Executive Coaching (quoted based on desired frequency)



Other transition services, such as Strategic Planning, are quoted based on student population:

- Strategic Planning
- Board Governance Dashboard
- Program Evaluation

WILLIAM H. ADAMS

EDUCATION

Ed.D.	Rutgers University, New Brunswick, NJ
M.A.	Rowan University, Glassboro, NJ
B.A.	Rowan University, Glassboro, NJ

EXPERIENCE

2018 – Present	Senior Associate, Hazard, Young, Attea & Associates
2014 – 2018	East Coast Regional President, Hazard, Young, Attea & Associates
2006 – 2014	Ray & Associates, Cedar Rapids, IA
1987	New Jersey Regional Day School at Mannington
1986 – Present	CEO and Principal Consultant, W.H. Adams & Associates, LLC, Naples, FL
1984 – 1988	Radey & Fuller Associates, Cherry Hill, NJ
1982	US Department of Education, Title VI Grant
1977	NJ Council on Vocational Education, Trenton, NJ
1973 – 2008	Superintendent of Schools, Salem County Vocational Technical Schools, Woodstown, NJ
1969 – 1973	High School Principal , Camden County Vocational Technical Schools, Pennsauken, NJ

AWARDS

- AASA Distinguished Service Award, 2010
- NJASA Designated Superintendent Emeritus, 2009
- National School Boards American School First Place MAGNA Award, 2008
- New Jersey Association of School Administrators Distinguished Service Award, 2005
- New Jersey Superintendent of the Year, 1994
- AASA James R. Kirkpatrick Legislative Award for testimony before the US Senate, House and GAO, 1991
- Rutgers University Graduate School of Education “Distinguished Alumni Award”, 1992
- Executive Educator, formerly published by the National School Boards Association, Top 100 School Administrators in North America, 1980

PROFESSIONAL ACTIVITIES

- National Center for Educational Research and Technology (NCERT) – Board of Directors (2007-13)
- AASA Corporate Advisement Team (2006)
- AASA Publications Review Board (2006 – present)
- American Association of School Administrators Executive Committee (1998–01 & 2004–07)
- Salem County One Stop Management Team for the Cumberland/Salem Workforce Investment Act (2000 – 2008)
- New Jersey Association of School Administrators
 - Treasurer (1994 – 1995)
 - Secretary (1995 – 1996)
 - President-Elect (1996 – 1997)
 - President (1997 – 1998)
- AASA Legislative Corps (1990 - present)
- State Advisory Council for the Gifted and Talented (1984–87)
- N.J. Commissioner’s Advisory Council for the Handicapped (1978–86), Chairperson (1978–82)

Monica M. Browne

EDUCATION

Ed.D.	Seton Hall University	2002
Ed.M.	Rutgers University	1998
B.S.	James Madison University	1991

EXPERIENCE

2017-present	Associate, Hazard, Young, Attea & Associates, IL
2012-present	Adjunct Professor, Seton Hall University, NJ
2008-2017	Superintendent, Upper Saddle River School District, NJ
2004-2007	Adjunct Professor, College of Saint Elizabeth, NJ
2003-2005	Adjunct Professor, William Paterson University, NJ
2002-2008	Principal, Somerville School, NJ
2000-2002	Principal, Wanaque Elementary School, NJ
1998-2000	Assistant Principal, Allentown High School, NJ
1992-1998	Administrative Intern/Teacher, North Brunswick Township HS, NJ
1991-1992	Teacher, Sandusky Middle School, VA

ACTIVITIES

Member, 2008-present, New Jersey Superintendents Study Council (NJSSC), President, Vice President and member of the Executive Board 2012-present

Seminar Facilitator, 2015-present, Aspiring Principals Post Graduate, South Orange, New Jersey

Member, 2008-present, New Jersey Association of School Administrators, Chairperson of the Women's Leadership Initiative (2009-2015), Curriculum Committee member (2010-2016), Executive Board member (2016-present), Legislative Committee member (2016-present)

Member, 2008-present, Bergen County Association of School Administrators, Executive Committee member (2016- present), Legislative Chairperson (2016-present)

Certified Principal Mentor, 2005-2008, New Jersey Leaders-to-Leaders

Roundtable participant, 2010-2016, District Administration, Leadership Institute attendance

Certified Superintendent Mentor, 2016-present, New Jersey

Board of Directors, Gifted Child Society, Glen Rock, New Jersey, President 2012-2014, Vice President 2009-2011.

**SELECT HYA SUPERINTENDENT SEARCH HISTORY
WITH REFERENCES**

2019				
0 – 2,500 students	2,501 – 5,000 students	5,001 – 7,500 students	7,501 - 15,000 students	15,000+ students
<p>Rumson-Fair Haven Regional HSD (NJ) 970 students Lisa Waters 732.616.0961</p> <p>Wyoming City Schools (OH) 1,950 students Jeanie Zoller 513.379.3767</p>	<p>Lebanon Community Schools (OR) 4,340 students Tom Oliver tom.oliver@lebanon.k12.or.us</p> <p>Mountain View-Los Altos HSD (CA) 4,300 students, 9-12 Dr. Phil Faillace 650.248.3375</p>		<p>Central Kitsap Schools (WA) 11,000 students Jeanie Schulze 360.908.5001</p> <p>Greater Albany Public Schools (OR) 9,627 students Jennifer Ward 541.730.2270</p> <p>Sewanhaka Central HSD (NY) 8,500 students David Del Santo 646.938.6500</p>	<p>Academy School District 20 (CO) 26,200 students Tracey Johnson 719.491.2633</p> <p>Denver Public Schools (CO) 92,000 students, PK-12 Anne Rowe annerowe60@gmail.com</p>

**SELECT HYA SUPERINTENDENT SEARCH HISTORY
WITH REFERENCES**

2018				
0 – 2,500 students	2,501 – 5,000 students	5,001 – 7,500 students	7,501 - 15,000 students	15,000+ students
<p>Bonny Doon Elem. School District (CA) 163 students, PK-8 Amy McCabe 831.457.9912</p> <p>Greenburgh-Graham UFSD (NY) 150 students Jess Dannhauser Dannhauser.J@graham-windham.org</p> <p>Live Oak School District (CA) 2100 students, K-8 Jeremy Ray jray@losd.ca</p> <p>Loma Prieta Joint Union Elementary (CA) 941 students, PK-8 Deana Arnold d.arnold@loma.k12.ca.us</p> <p>Mount Pleasant Central SD (NY) 2,000 students K-12 Thomas McCabe 914.874.6075</p> <p>Orange City School District (OH) 2,024 students, K-12 Melanie Weltman 216.378.6989</p>	<p>Flemington-Raritan Regional SD (NJ) 3,100 students, K-8 Tim Bart 908.797.7178</p> <p>Garden City School District (NY) 3,800 students, K-12 Angela Heineman 516.521.0304</p> <p>Lafayette School District (CA) 3,568 students, TK-8 Teresa Gerringer 510.599.9152</p> <p>Lawrence Township PS (NJ) 3,800 students PK-12 Dana Drake 201.527.8464</p> <p>Los Gatos Union Elementary SD (CA) 3,200 students K-8 Peter Noymer 408.656.5510</p> <p>Los Gatos-Saratoga Union HSD (CA) 3,287 students, 9-12 Robin Mano rmano@lgsuhd.org</p> <p>Park City School District (UT) 4,973 students , PK-12 Andrew Caplan acaplan@pcschools.us</p> <p>San Carlos School District (CA) 3,100 students PK-8 Eirene Chen echen@scsdk8.org</p>	<p>Boyertown Area School District (PA) 6,900 students, K-12 Steve Elsier 610-367-4697</p> <p>Hollister School District (CA) 5,500 students TK-8 Elizabeth Martinez emartinez@hesd.org</p> <p>Lancaster ISD (TX) 7,200 students Ty Jones 214.802.3776</p> <p>Montclair School District (NJ) 6,700 students, K-12 Laura Herzog 973.699.1541 lherzog@montclair.k12.nj.us</p>	<p>Birmingham Public Schools (MI) 8,000 students, K-12 Kim Whitman 248.760.3011</p> <p>Chambersburg Area SD (PA) 9,000 students, PK-12 Alexander Sharpe 717.404.6179 alexander.sharpe@casdonline.org</p> <p>Davenport CSD (IA) 16,000 students PK-12 Ralph Johanson 563.381.4598</p> <p>East Aurora SD 131 (IL) 14,000 students K-12 Kimberley Hatchett 630.881.1243</p> <p>Helena Public Schools (MT) 8,200 students, K-12 Sarah Sullivan 406.465.1472</p> <p>Huntley CSD 158 (IL) 9,500 students, K-12 Tony Quagliano 847.254.2885</p> <p>Lawrence Public Schools (MA) 15,000 students , K-12 John Connolly 617-447-1302 johnronanconnolly@gmail.com</p> <p>New Bedford Public Schools (MA) 12,700 students Mayor Jonathan F. Mitchell 508.979.1410</p>	<p>Anaheim Elem. School District (CA) 18,000 students, K-12 Jackie Filbeck 714.883.6701</p> <p>Billings Public School District 2 (MT) 16,000 students, K-12 Greta Besch Moen 406.248.4360</p> <p>Crowley Independent SD (TX) 15,000 students, K-12 June Davis 847.437.1938</p> <p>Duval County Public School District (FL) 128,000 students, K-12 Paula Wright 904.390.2374</p> <p>Linn Benton Lincoln Education Service District (OR) 37,000 students Heather Search 541.812.2600</p> <p>Los Angeles USD (CA) 640,000 students PK-12 Monica Garcia 213.505.6122</p> <p>Newark Public Schools (NJ) 35,000 students, K-12 Josephine Garcia j4garcia@nps.k12.nj.us</p> <p>Oceanside Unified School District (CA) 20,000 students K-12 Ann Corwin 760-213-7285</p> <p>Stafford County PS (VA) 28,650 students PK-12 DeWayne McOsker 540.751.8809</p>

**SELECT HYA SUPERINTENDENT SEARCH HISTORY
WITH REFERENCES**

2017

0 – 3,000 students	3,001 – 5,000 students	5,001 – 7,500 students	7,501 - 20,000 students	20,001+ students
<p>Bexley City SD (OH) 2,274 students, K-12 Melissa LaCroix Melissa.Lacroix@bexleyschools.org</p> <p>Harvard CUSD 50 (IL) 2,400 students, PK-12 Sandra Theriault stheriault@cusd50.org</p> <p>Hunterdon Central Regional HS (NJ) 2,990 students, 9-12 Deborah Labbadia 908.616.8588</p> <p>Madison SD (NJ) 2,604 students, K-12 Lisa Ellis 201.400.2349</p> <p>Montecito Union School District (CA) 438 students, K-6 Katy Murphy kmurphy@montecitou.org</p> <p>Orinda Union Elementary SD (CA) 2,529 students, K-8 Julie Rossiter 925.408.1780 jrossiter@orinda.k12.ca.us</p> <p>Pelham Public Schools (NY) 2,800 students, K-12 Madeline Smith 646.209.5213</p> <p>Piedmont USD (CA) 2,706 students K-12 Andrea Swenson 510.697.8567 aswenson@piedmont.k12.ca.us</p>	<p>Beacon City Schools (NY) 3,600 students, K-12 Meredith Heuer 917.447.6562</p> <p>Chappaqua Central SD (NY) 4,000 students, K-12 Allison Gardner 914.409.7696</p> <p>Concord Public Schools & Concord-Carlisle Regional School District (MA) 3,355 students, K-12 Johanna Boynton 978.318.1500</p> <p>Duxbury Public Schools (MA) 3,250 students, PK-12 Anne Ward, awarddux@verizon.net</p> <p>Jefferson UHSD (CA) 4,750 students 9-12 Rosie Tejada 415.250.5123</p> <p>Manhasset Union Free SD (NY) 3,300 students, K-12 Regina Rule 914.602.1483</p> <p>North Shore SD 112 (IL) 4,309 students, PK-8 Eric Ephraim 847.541.0076</p> <p>Rescue Union SD (CA) 3,766 students, PK-8 Nancy Brownell, 916.769.7417</p> <p>Rye City SD (NY) 3,384 students, K-12 Katy Keohane Glassberg glassberg.katy@ryeschools.org</p>	<p>Franklin Public Schools (MA) 5,447 students, PK-12 Kevin O'Malley 774.571.8486</p> <p>Hempstead Union Free School District (NY) 6,000 students, PK-12 Maribel Touré 516.434.4000</p>	<p>Alexandria City Public Schools (VA) 15,000 students, PK-12 Ramee Gentry 703.899.2637</p> <p>Clarke County SD (GA) 13,500 students, PK-12 Charles Worthy, 706.255.7795</p> <p>Crowley ISD (TX) 15,200 students, PK-12 June W. Davis 817.292.6092</p> <p>Cupertino USD (CA) 18,000 students, PK-12 Anjali Kausar 408.827.8336</p> <p>El Rancho USD (CA) 8,800 students, PK-12 Dr. Aurora Villon, 562.965.8636</p> <p>L'Anse Creuse PS (MI) 12,000 students, K-12 Amy Servial 586.822.9302. amyservial@gmail.com Dr. Terri Spencer 248.520.0334 tmsedd@gmail.com</p> <p>Pleasanton Unified SD (CA) 15,000 students PK-12 Joan Laursen 925-339-1763</p> <p>Richland SD (WA) 13,400 students, K-12 Rick Jansons, 509.528.3488 rick.jansons@rsd.edu</p> <p>Sequoia Union HSD (CA) 9,000 students, 9-12 Carrie DuBois cdubois@cbnorcal.com</p>	<p>Fairfax County PS (VA) 183,000 students, PK-12 Sandy Evans, 571.423.1083</p> <p>Garland ISD (TX) 57,400 students, PK-12 Larry H. Glick 972.475.4000</p> <p>Midland ISD (TX) 25,000 students, PK-12 Rick Davis 432.683.6686</p> <p>Portland Public Schools (OR) 49,200 students, PK-12 Amy Kohnstamm 503.913.3945</p> <p>Richmond City SD (VA) 22,000 students, PK-12 Dawn Pope 804.402.5000 Thomas Farrell 804.513.0523</p> <p>San Diego County Office of Ed (CA) 500,000 students Gregg Robinson 619.225.0377</p>

**SELECT HYA SUPERINTENDENT SEARCH HISTORY
WITH REFERENCES**

2016				
0 – 2,500 students	2,501 – 5,000 students	5,001 – 7,500 students	7,501 - 20,000 students	20,001+ students
<p>Brisbane SD (CA) 450 students, TK-8 Leo Tingin 415.269.4149 ltingin@brisbanesd.org</p> <p>Carlisle Public Schools (MA) 620 students PK-8 Melissa McMorrow 978.369.6550</p> <p>CCSD 89 – Glen Ellyn (IL) 2,000 students PK-8 Mike Nelson 773.469.7750</p> <p>Gravenstein Union SD (CA) 748 students K-8 Jim Horn 707.823.1052</p> <p>Harvey School District 152 (IL) 2,300 students PK-8 Gloria Johnson gjohnson@harvey152.org</p> <p>Richland SD88 (IL) 915 students, K-8 Julie Starasinich 815.690.0674</p> <p>Soquel Union Elementary SD (CA) 1,900 students PK-8 Judy McGooden 408.818.1263</p> <p>South Bend Community School Corporation (IN) 1,039 students K-12 Jay Caponigro 574.274.7269 jay@jaycaponigro.com</p> <p>Woodbridge School District (CT) 780 students, PK-6 Margaret Hamilton, 203.494.7591 mannham@sbcglobal.net</p>	<p>Bedford Central School District (NY) 3,600 students K-12 Jennifer Gerken 914.262.3526</p> <p>Laguna Beach USD (CA) 3,037 students K-12 Carol Normandin 949.497.7700 ext. 5202</p> <p>Minooka Community HSD #111 (IL) 2,700 students 9-12 Mike Brozovich mbrozovich@mchs.net</p> <p>New Albany-Plain Local SD (OH) 4,882 students PK-12 Debra Kalinosky dkalinosky@earthlink.net</p> <p>Walnut Creek ESD (CA) 3,600 students K-8 Katie Peña 925.287.0494</p>	<p>Westport Public Schools (CT) 5,770 students PK-12 Michael Gordon mgordon@westport.k12.ct.us</p>	<p>Campbell Union HSD (CA) 8,000 students 9 - 12 Linda Goytia 408.230.7414</p> <p>Carlsbad USD (CA) 11,000 students, K-12 Claudine Jones 760.331.5000</p> <p>Decatur Public School District 61 (IL) 9,000 students, PK-12 Sherri Perkins Perkisi@aol.com</p> <p>Fairfield Public Schools (CT) 10,000 students PK-12 Philip Dwyer dwyer_philip@yahoo.com</p> <p>Manchester School District (NH) 15,000 students PK-12 Debra Langton 603.669.8338</p> <p>Santa Barbara Unified SD (CA) 15,500 students PK-12 Kate Parker kparker@sbunified.org</p> <p>Stamford SD (CT) 16,000 students K-12 Geoff Alswanger 203.968.0233</p>	<p>Beaverton School District (OR) 40,725 students K-12 Anne Bryan 503.679.5040</p> <p>Blue Valley SD 229 (KS) 22,000 students PK-12 Mike Seitz 913.226.7765</p> <p>Houston ISD (TX) 215,000 students PK-12 Manuel Rodriguez 713.498.5649</p> <p>Humble ISD (TX) 41,000 students PK-12 Robert Sitton 281.450.2472</p> <p>Los Angeles USD (CA) 640,000 students PK-12 Steve Zimmer 213.241.6387</p> <p>Northwest ISD (TX) 21,000 students PK-12 Mark Schluter 817.948.6425 Josh Wright 682.472.1846</p> <p>Phoenix Union HSD (AZ) 27,000 students 9-12 Lela Alston 602.278.2002</p> <p>Providence PSD (RI) 24,000 students PK-12 Nicholas Hemond 401.453.8600</p> <p>Santa Ana Unified SD (CA) 56,000 students PK-12 John Palacio 714.542.0589</p>

**SELECT HYA SUPERINTENDENT SEARCH HISTORY
WITH REFERENCES**

2015				
0 – 2,500 students	2,501 – 5,000 students	5,001 – 7,500 students	7,501 - 20,000 students	20,001+ students
<p>Galt Joint Union High SD (CA) 2,300 students 9-12 Terry Parker Owing 209.810.0720</p> <p>Highland Falls-Fort Montgomery CSD (NY) 1,000 students K-12 Anne Lawless 914.588.0384</p> <p>Northbrook/Glenview SD 30 (IL) 1,130 K-8 students Chuck Gitles 847.498.4190 cgitles@district30.org</p> <p>Rockridge CUSD #300 (IL) 1,100 students PK-12 Jeff Widdop 309.793.8001</p> <p>Salem Elementary SD111 (IL) 970 students PK-8 Terry Barnfield 618.267.0514</p> <p>Saratoga Union School District (CA) 2,100 students K-8 Arati Nagaraj 408.656.9137</p> <p>Trevor-Wilmot Consolidated SD (WI) 565 students PK-8 Tom Steiner 262.862.2356</p>	<p>City Schools of Decatur (GA) 4,200 students PK-12 Annie Caiola 404.371.3601</p> <p>Fayetteville-Manlius Central SD (NY) 4,420 students K-12 Marissa Joy Mims 315.682.3231</p> <p>Freeport School District 145 (IL) 4,187 students PK-12 Janice Crutchfield janice.crutchfield@fsd145.org</p> <p>Mahopac Central School District (NY) 5,000 students K-12 Michael Sclafani 914.939.1256</p> <p>Montville Twp School District (NJ) 3,700 student K-12 Dr. Karen Cortellino Karen.Cortellino@Montville.net</p>	<p>Cambridge Public Schools (MA) 7,000 students PK-12 Mayor David Maher 303.249.6575 Barbara Allen 617.349.6441 ballen@cpsd.us</p> <p>Centinela Valley Union HSD (CA) 6,600 students 9-12 Hugo M. Rojas II 310.263.3200</p> <p>Flint Community Schools (MI) 7,000 students PK-12 Isaiah Oliver 810.210.6823 isaiah.m.oliver@gmail.com</p> <p>Hudson School District #2611 (WI) 5,600 students K-12 Jamie Johnson 751.381.7105</p> <p>Oak Park Elementary SD 97 (IL) 5,900 students PK-8 Bob Spatz bspatz@op97.org</p> <p>Pemberton Township Schools (NJ) 5,000 students 9-12 Sandy Glawson glawson@pemb.org</p> <p>Union Elementary SD (CA) 5,000 students K-8 Sheila Billings 408.888.3268</p>	<p>Bridgewater-Raritan RSD (NJ) 8,800 students K-12 Ann Marie Mead 732.216.7268 amead@brrsd.k12.nj.us</p> <p>Eugene School District 4J (OR) 16,000 students K-12 Jim Torrey 541.790.7707</p> <p>Franklin Township PS (NJ) 8,300 students PK-12 Edward Potosnak 732.745.1866</p> <p>Jefferson County Schools (WV) 9,000 students PK-12 Scott Sudduth scottsud@gmail.com</p> <p>Montgomery County PS (VA) 9,500 students PK-12 James Lyons 540-831-9864 joeylyons@mcps.org</p> <p>Orleans Parish School Board (LA) 11,000 students PK-12 Nolan Marshall, Jr. 504.460.1496</p> <p>San Mateo-Foster City SD (CA) 12,000 students PK-8 Audrey Ng 626.862.4582</p> <p>South San Francisco USD (CA) 9,375 students PK-12 Rosa Acosta 650.754.3672</p> <p>West Allis-West Milwaukee SD (WI) 9,877 students PK-12 Patricia Kerhin 414.604.3000</p>	<p>Boston Public Schools (MA) 57,300 students PK-12 Michael O'Neill 617.947.2967</p> <p>Colorado Association of School Executive (CO) Executive Director Diana Sirko 970.618.1829</p> <p>Montgomery County PS (MD) 154,000 students PK-12 Mike Durso 240.401.0674</p> <p>Sioux Falls School District (SD) 23,000 students PK-12 Kent Alberty 605.941.3740</p>

**SELECT HYA SUPERINTENDENT SEARCH HISTORY
WITH REFERENCES**

2014				
0 – 2,500 students	2,501 – 5,000 students	5,001 – 7,500 students	7,501 - 20,000 students	20,001+ students
<p>Clarke County Schools (VA) 1,950 students PK-12 Janet Creager Alger 540.664.1163</p> <p>Green Brook Township PS (NJ) 930 students K-8 James Benscoter benscoter@gbtps.org</p> <p>Haldane Central School District (NY) 883 students K-12 Jennifer Daly 917.450.1630</p> <p>Maple Dale-Indian Hill SD (WI) 500 students K-8 Chris Soyke 414.540.4092</p> <p>Moffat County SD RE-1 (CO) 2,402 students PK-12 J.B. Chapman 970.846.2671</p> <p>Palos CCSD 118 (IL) 1,882 students PK-8 Sheila Pacholski 312.835.3589</p> <p>Ross Valley School District (CA) 2,200 students PK-8 Anne Capron 415.686.2926</p> <p>Roselle School District #12 (IL) 690 students K-8 Lisa Mondo 630.240.1709</p>	<p>Asheville City Schools (NC) 4,081 students PK-12 Jacquelyn Hallum 828.258.8118</p> <p>Katonah-Lewisboro SD (NY) 3,200 students, K-12 Marjorie Schiff 516.972.3614</p> <p>North Plainfield School District (NJ) 3,152 students K-12 Linda Bond-Nelson 908.922.0377</p> <p>Princeton Public Schools (NJ) 3,800 students PK-12 Timothy Quinn 609.921.0428</p> <p>Somerville Public Schools (MA) 4,987 students PK-12 Paul Bockelman 617.833.8883</p> <p>Summit Public Schools (NJ) 4,100 students K-12 Celia Colbert 908.399.6131</p> <p>Wilton Public Schools (CT) 4,320 students PK-12 Bruce Likly 203.722.6474</p>	<p>Accomack County Schools (VA) 5,200 students PK-12 Ronnie Holden 757.710.1830</p> <p>Baldwin Union Free SD (NY) 5,000 students K-12 Mary Jo O'Hagan 516.589.2994 ohaganmaryjo@gmail.com</p> <p>Cleveland Heights-University Heights City School District (OH) 5,800 students PK-12 Ron Register 216.403.4708 r_register@chuh.org</p> <p>Evanston-Skokie SD 65 (IL) 7,082 students PK-8 Traci Quattrocki 847.859.8005</p> <p>Lexington Public Schools (MA) 6,600 students PK-12 Margaret Coppe mcpope@sch.ci.lexington.ma.us</p> <p>Linn-Mar Community SD (IA) 7,000 students PK-12 Tim Isenberg, tisenberg@linnmar.k12.ia.us</p> <p>Parsippany-Troy Hills SD (NJ) 7,300 students PK-12 Fran Orthwien 973.263.7200 orthweinr@aol.com</p> <p>Woodstock CUSD 200 (IL) 6,145 students PK-12 Paul Meyer 815.337.2503</p>	<p>City SD of New Rochelle (NY) 11,600 students PK-12 David Lacher 914.671.2171</p> <p>Eanes ISD (TX) 7,803 students K-12 Rob Hargett 512.415.4656 rhargett@eanesisd.net</p> <p>East Brunswick PS (NJ) 8,309 students K-12 Brad Cohen 732.613.6700</p> <p>Portsmouth Public Schools (VA) 15,200 students PK-12 James Bridgeford 757.434.2567</p> <p>Rowland Unified SD (CA) 14,000 students K-12 Heidi Gallegos heidigallegos@gmail.com</p> <p>Shoreline District #412 (WA) 9,000 students PK-12 Mike Jacobs or Debi Ehrlichman 206.393.6111</p> <p>Toms River Regional Schools (NJ) 17,000 students K-12 Joseph Torrone jtorrone@trschools.com</p>	<p>Loudoun County Schools (VA) 70,000 students PK-12 Eric Hornberger 571.291.5685</p> <p>Virginia Beach City PS (VA) 70,259 students K-12 Dan Edwards 757.263.1016</p>

HYA looks forward to the possibility of working with the Board and assisting with the selection of a new leader. Please contact HYA at 847-724-8465 or at hya@hyasearch.com with questions or requests for additional information.

Hazard, Young, Attea & Associates

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CONSENT AGENDA 8/6/19

Personnel Recommendations

1. Instructional Transfers

Keen, Jeramy – from Curriculum and Instruction, Teacher on Assignment - STEAM to Vero Beach Elementary, Science and Literacy Coach (sunset position) 8/5/19

Thomas, Melinda – from Storm Grove Middle, Resource Teacher to ESE District Wide, Pre-K Resource Teacher 8/5/19

2. Instructional Separations

Wagner, Patricia – Citrus Elementary, resignation 5/29/19

3. Instructional Employment

Caraballo, Edwin – Alternative Center for Education, Reading Teacher 8/5/19

Mangia, Maryann – Wabasso School, ESE Physical Education Teacher 8/5/19

Nyarko, Rasheida – Vero Beach Elementary, 3rd Grade Teacher 8/5/19

Pasca, Diego – VBHS, Culinary Teacher 8/5/19

Perschbacher, Kasie – Fellsmere Elementary, Intermediate Teacher 8/5/19

Schroeter, Nigel – Oslo Middle, Math Teacher 8/5/19

Sipos, Shelby – Beachland Elementary, Music Teacher 8/5/19

Tory, Angel – Alternative Center for Education, Resource Teacher 8/5/19

Wilson, Karen – Beachland Elementary, Intermediate Teacher 8/5/19

4. Support Staff Transfers

Goodger, Laura – from Storm Grove Middle, ESE Teacher Assistant to Treasure Coast Elementary, ESE Teacher Assistant 8/12/19

Wallace, Regina – from Food and Nutrition Services, Cafeteria Worker to Curriculum and Instruction, Secretary II 8/5/19

5. Support Staff Employment

Alzahrani, Hana – Food and Nutrition Services, Food Service Assistant (4 hour) 8/12/19

Batory, Emily – Rosewood Magnet, Extended Day Student Worker 8/1/19

Ellis, Inous – Dodgertown Elementary, Custodian (Part-time) 8/2/19

Emard, Sarah – Wabasso School, ESE Teacher Assistant 8/12/19

Griffin, Gillian – Extended Day, Curriculum Coordinator (Part-time) 8/1/19

Gunlogson, Diane – Indian River Academy, Student Monitor (2 hours) 8/12/19

Shrum, Kelly – Citrus Elementary, Behavior Technician 8/12/19

Stromberg, Maria – Food and Nutrition Services, Food Service Assistant (4 hour) 8/12/19

Woods, Yolanda – Extended Day, Child Care Assistant (Part-time) 8/1/19

6. Administrative Promotions

Moree, Rachel – from Vero Beach Elementary, Assistant Principal to Pelican Island Elementary, Principal 8/7/19

7. Administrative Transfers

Kohlstedt, Chris – from Pelican Island Elementary, Principal to Wabasso, Principal 8/7/19

8. Administrative Employment
Morgan, Rahshard – VBHS, Assistant Principal 8/7/19
9. Approval of Placement in Support Staff Substitute Pool
Shuttleworth, Judith – Food and Nutrition Services, Substitute Food Service Assistant
8/12/19