

*A Proposal for the
Selection of a Superintendent*

Presented to:



Submitted by:

Ray and Associates, Inc.

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Finding Leaders for Iowa's Schools

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Ray and Associates, Inc.
Leaders in Executive Searches

February 1, 2019

Waukee Community School District
ATTN: Ms. Wendy Liskey, Board President
560 SE University Avenue
Waukee, IA 50263

Dear Ms. Liskey and Members of the School Board:

Please accept this Proposal as a follow up to your recent inquiry concerning our Superintendent search services.

Ray and Associates, Inc. has conducted regional and state Superintendent searches for over forty (40) years. We are the most experienced and largest search firm in Iowa. We have also performed numerous Superintendent searches in school districts in Iowa that have the same student enrollment as your District. It is due to our experience and expertise that we are uniquely equipped to assist you in the selection of a Superintendent who meets the particular needs and qualifications of the Waukee Community School District. We not only advertise, but will actively recruit potential candidates that meet the criteria established by the Board. Many other consultants will not seek out candidates for a position as we do for our clients.

As I am sure you are aware, the selection of a Superintendent will be one of the most important tasks your Board will perform. The Superintendent whom the Board selects must be a qualified professional who can work well with the Board, staff and community to provide the quality education you want for your students. The Board's success in the selection process will affect the District's education programs for years to come. We have conducted searches in Iowa for over forty (40) years and are currently assisting Colfax-Mingo CSD and recently completed the successful Superintendent searches for Saydel CSD, Dike-New Hartford CSD, Ames CSD, College CSD, Fremont-Mills CSD and Stanton Community Schools, Interstate 35 CSD, North Iowa CSD, Oskaloosa CSD, Mount Vernon CSD, Howard-Winneshiek CSD, Council Bluffs CSD, Atlantic CSD, Grinnell-Newburg CSD, Riverside CSD, Norwalk CSD, Northeast CSD, Solon CSD and Marion ISD. We have previously assisted North Scott CSD, Johnston CSD, Indianola CSD, Grundy Center CSD, Fairfield CSD, Burlington CSD, Van Buren CSD, Muscatine CSD, Mount Pleasant CSD, Des Moines Public Schools, North Cedar CSD, Keokuk CSD, Eldora-New Providence CSD, Alburnett Community Schools, West Des Moines CSD, Midland CSD, Jesup CSD, Corning-Villisca CSD, Waterloo Community Schools, Central Community Schools of Clinton County, Griswold CSD, Charles City CSD, Iowa Valley CSD, Central Decatur CSD, Armstrong-Ringsted CSD, Clear Creek-

Amana CSD, Central Clinton CSD, Andrew CSD, and many others across the state, region and nationally.

For over forty (40) years, our firm has exhibited at numerous state school board associations including Iowa, Illinois, Missouri and Nebraska. Exhibiting and presenting at these state organizations allows the firm to meet and recruit outstanding administrators for our clients.

It is our goal to make the selection process professional, efficient and successful to assure your complete satisfaction with our services. It is quite common for a Board to be concerned about the quality of candidates who might be available in today's market. Outstanding Superintendents will need to be recruited regardless of the time of year because many of these school leaders already have jobs. We feel that our firm can be very successful in attracting candidates that will meet or exceed your expectations. With a consulting firm of over one hundred sixty (160) associates, over seventy (70) in Iowa and surrounding states, Ray and Associates, Inc. has been able to develop the most comprehensive pool of candidates of any executive search firm in the country. Our reputation for success is built upon providing school districts precisely the type of candidate that satisfies not only the Board, but the community and faculty as well.

Ray and Associates, Inc. strives to provide the District with the best match possible based on the knowledge that we acquire in our extensive interaction with the Board and key stakeholders in the search. It is our desire to activate our network in your behalf to locate individuals that can quite ably assume the Superintendent position in your District.

If you have any further questions or comments regarding the enclosed information, please do not hesitate to contact our Cedar Rapids office at 319-393-3115.

Sincerely,

A handwritten signature in black ink, appearing to read "R.M. Ray".

Ryan M. Ray
President

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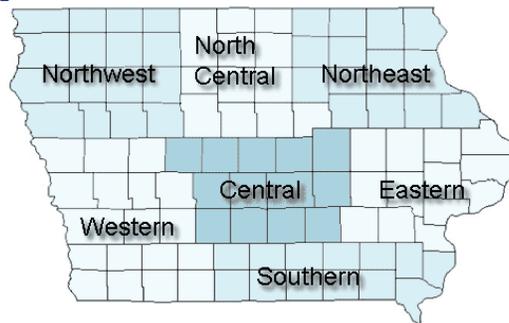
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INTRODUCTION

THE SEARCH

This Proposal is an example of the quality of our work for an Iowa and regional search. Our firm is committed to providing the time and energy on the details necessary to carry out a proper search. *We actively seek out and screen all candidates who are recruited during the search to identify those superior candidates who clearly meet the qualifications of the Board.*



BRIEF OVERVIEW

This Proposal is to demonstrate that we desire to provide the District with a complete, detailed package customized to the Waukee Community School District in a performance contract regarding our professional services in your Superintendent search.

Our Proposal is made up of our consultant services, the importance of the client role (with checkpoints for you to control the complete search), general provisions, confidentiality, satisfaction guarantee and consultant costs.

PERFORMANCE

We have developed highly effective procedures to assist schools, step by step in selecting a Superintendent whose qualifications meet its criteria. This Proposal outlines the detailed procedures and steps that make our searches successful. *We have been highly successful in delivering outstanding candidates in all of our searches.*

HISTORY AND OVERVIEW OF THE ORGANIZATION

PROFILE OF THE FIRM

Ray and Associates, Inc. is a professional organization that specializes in school executive leadership searches. The firm has been in the school executive search business since 1975 and has established an outstanding reputation. The firm has been recognized by *The School Administrator* journal as one of the top search firms in the country. Our professional consultants, including women and minorities, are persons with long-term experience in the school executive search field with extensive backgrounds as school administrators, business executives, school board members, university professors, and attorneys. All of the consultants within the firm have years of experience in the school executive search field.

Ray and Associates, Inc. is an independent and objective firm that does not accept placement fees from any candidate. We have designed a highly effective procedure that allows us to impartially assist schools in selecting the best individual for their particular needs.

Our corporate office is in Cedar Rapids, and we have over seventy (70) associates in Iowa and neighboring states as well as numerous reliable associates across the country. This is an extremely important factor of any search we conduct because we expend tremendous time and effort to recruit and investigate viable candidates, and it takes qualified personnel to perform these tasks to our standards. The Corporate Office also maintains a full-time clerical staff to assist in the executive search business.



For over forty (40) years, our firm has exhibited and presented at the American Association of School Administrators (AASA) and various other state school board conventions including Iowa, Illinois, Missouri and Nebraska. We also invest the time and money to exhibit and present at national conventions because there are excellent school administrators who left Iowa, gained leadership experience and wish to return to their home state for the quality of life for their families.

Our work at these conventions enables us to meet and recruit outstanding school leaders for our client districts. With our network of dedicated associates, Ray and Associates has access to a remarkably comprehensive pool of candidates who have indicated strong interest in Iowa positions.

It is only a matter of reality that outstanding administrators already have good jobs and need to be recruited. Our network and recruiting efforts are second to none. We bring a wealth of experience and knowledge to your district focused upon our goal to make the selection process professional, efficient, and successful so we may state, without reservation, that you will be quite pleased with our services.

Ray and Associates, Inc.
Leaders in Executive Searches

We will provide our clients with the highest quality services to assist them in hiring leaders who will meet District specific needs and positively impact the education of all students.



THE TEAM

Ray and Associates, Inc. is a professional organization which specializes in the field of educational leadership searches. We are uniquely equipped to assist you in the selection of a Superintendent who meets the particular needs and qualifications of the Waukee Community School District. *We have:*

1. Highly trained and experienced staff that includes:
 - *Active school administrative leaders*
 - *A balance of gender and minority representatives*
2. Expertise and extensive background in:
 - *The school superintendency*
 - *School administration at all levels*
 - *Private business, higher education and law*
3. Experienced speakers at state, regional and national conferences.
4. Conducted workshops and seminars in school related matters such as:
 - *Building the successful Board/Administrator relationship*
 - *Establishing an evaluation process that yields results*
 - *Interviewing for a Superintendent's position*
 - *What Boards should consider when selecting a Superintendent*
 - *School district assessment*
 - *Effective hiring practices*
 - *Staff and organizational development*
 - *Recruiting, selecting and retaining excellent teachers*
 - *Enhancing school climate by shared decision making/dealing with special interest groups*
 - *Developing the compensation package or contract*

RECRUITMENT

Ray and Associates, Inc. maintains a working relationship with key individuals at the college and university level along with other public and private organizations for the purpose of recruiting outstanding candidates. However, we are not directly connected with any college, university or any other organization. This allows our firm to be objective in the search process. We stay abreast of the performance of outstanding school administrators throughout the region, which has contributed to our high success rate.

Our firm maintains a very large database of top candidates who are interested in new, challenging positions. The strengths and administrative skills of these potential candidates have been analyzed by the firm. It is important for our clients to know that we are not a placement service that owes any favors to potential candidates, and that we actively recruit women and minority candidates. Our professional objective is to recruit and advertise for the best candidate that meets the qualifications and characteristics of a Superintendent as set forth by the Board. Our recruitment process is very comprehensive; highlighted by the following steps:

- Inform all of the firm's associates of the position including profile information
- Advertise in effective media known for high readership by school leaders
- Consult our extensive database for precise matches between District and candidate profiles
- Contact directly successful school leaders who are in good positions currently for them to consider the Waukee Community School District position
- Contact other organizations at state and regional levels regarding the position
- Actively seek out potential candidates at state and national conventions.

KEY ASSOCIATES FOR THE PROJECT

The following principal/project coordinators will be actively involved in working with the school district. The associates listed will be assisting in recruitment, screening and background checks. The firm chooses various associates to recruit the best candidates for the Waukee Community School District. In addition, we have professional contacts throughout Iowa, the Midwestern region and nationally. The following is only a partial list of associates who will be involved in the recruitment of candidates. The firm will actually involve many more associates for the project.

Dr. Dale Monroe

Midwest Executive Search Director
Marion, IA

Mr. Ryan Ray, President

Project Coordinator
Cedar Rapids, IA

Ms. Linda Brock

Midwest Executive Search Director
Packwood, IA

Ms. Molly Schwarzhoff, Vice-President

Project Coordinator
Cedar Rapids, IA

Dr. Richard Christie

Midwest Executive Search Director
Council Bluffs, IA

Dr. Lane Plugge

Midwest Executive Search Associate
Council Bluffs, IA

SUMMARY OF PROJECT ASSOCIATES

Mr. Steve Triplett
North Liberty, IA

Dr. Ken Marang
Fort Madison, IA

Ms. Bev Smith
Waterloo, IA

Dr. Karen Stinson
Ankeny, IA

Mr. Rick Mills
Chicago, IL

Ms. Gloria Davis
Chicago, IL

Mr. Ricardo Medina
Bridgeport, MI

Dr. Brenda Dietrich
Topeka, KS

Dr. Jim Hager
Renton, WA

Mr. Don Long
Hendersonville, TN

Dr. Mike Wells
Hamburg, IA

Mr. Randy Nichols
Carlisle, IA

Ms. Lora Wolff
Keokuk, IA

Dr. Roberta Selleck
Freeport, IL

Dr. Robert Hammon
Sycamore, IL

Dr. Mary Fasbender
St. Charles, IL

Dr. Klint Willert
Volga, SD

Mr. Mike Collins
Columbus, OH

Dr. Bill Newman
Mountain Home, AR

Dr. Robert Alfaro
Hutto, TX

Teamwork

Other associates throughout the country will be actively recruiting, screening, and investigating finalist candidates.

SECTION I

CONSULTANT SERVICES PROVIDED FOR THE WAUKEE COMMUNITY SCHOOL DISTRICT THE CONSULTANT WILL:

1. Provide all services as outlined in this Proposal.
2. Customize the search process to meet the needs and expectations of the Waukee Community School District.
3. Work with the Board to establish a timeline that lists each step in the search process.
4. Discuss with the Board the minimum requirements and salary range for the Superintendent position.
5. Work with the Waukee Community School District staff and those selected by the Board in the development of an accurate informational flyer and application form.
6. If desired, provide a proven consensus building mechanism for obtaining input from various constituencies, staff members, other stakeholders and the Board. The consultant(s) will meet and interview each individual Board member to help develop a profile for the new Superintendent position. The consultants will receive and organize all input data and then report the results to the Board.
7. Develop all required forms for the application and screening process.
8. Conduct all aspects of the recruitment process on a statewide, regional and national basis as follows:
 - Notify all associates to actively recruit potential candidates.
 - Contact individuals in the Ray and Associates database whose interests match the District criteria.
 - Contact state school boards and administrators associations.
 - Actively recruit applications from qualified individuals and solicit nominations from knowledgeable people in the profession.
 - Contact other professional consultants in private and public sectors. Discuss with all candidates the District's characteristics and the Board's profile and criteria for the new Superintendent position.
 - Advertise in the following as selected by the Board: TeachIowa website, AASA Website, Education Week Newspaper and Website, Ray and Associates Website, Executives Only Website, and other publications as selected by the Board.

9. Provide a procedure and recording instrument for the verification of all data submitted by applicants.
10. Develop and manage the process for the preliminary interviews with the Board.
11. Conduct preliminary interviews of qualified candidates that meet the qualifications selected by the Board.
12. Verify the qualifications and experience of candidates.
13. Check references provided and conduct additional professional background investigation of leading candidates.
14. Provide the Board with an opportunity to observe each top candidate interviewed with questions specifically designed by Ray and Associates, Inc. through video technology. This will allow Board members to get a better perspective of each candidate in order to determine which candidates to interview. Ray and Associates is the only search firm that provides this video technology screening of candidates. By offering this opportunity, this will save the Board members on expenses and their time.
15. Provide an impartial and objective consensus building matrix instrument developed by Ray and Associates, Inc. to assist the Board in determining the finalists for an interview. We have been extremely effective working with Boards who are divided on issues and candidates.
16. Assist the Board in establishing the interview format and in developing interview questions.
17. Determine and coordinate constituent and staff involvement in the interview process, if desired by the Board.
18. Help arrange the details of interviews for leading candidates.
19. Provide the Board with criminal, civil litigation, social security, motor vehicle record checks and verification of educational degrees for the top (2-3) candidates at no additional fee.
20. Coordinate with the Waukee Community School District Business Office the procedure for reimbursement of candidates' expenses.
21. Assist District legal staff in negotiating the contract with the successful candidate at no additional cost to the District.
22. After the appointment, dispose of the files and send appropriate communications to the candidates not interviewed by the Board.
23. If desired, assist the District in preparing a press release announcing the appointment of the new Superintendent.

The Superintendent search services and process provided can be adjusted to meet the specific needs of the Waukee Community School District.

WAUKEE COMMUNITY SCHOOL DISTRICT SUPERINTENDENT SEARCH **SUGGESTED** PROCESS AND TIMELINE

Items highlighted in yellow indicate an in-person meeting with the consultant(s)

DATE

| | |
|---|--|
| Stage 1 Board Input & Preparation | <p>_____ Consultant planning meeting with the Board and individual Board member interviews. (Time: TBD) (option to conduct via Skype, conference call or gotomeetings.com)</p> <p>_____ Begin preparing information for the District promotional flyer and online application form with the District liaison representative(s).</p> <p>_____ Notify all associates and other professional contacts of vacancy.</p> <p>_____ Contact constituents and stakeholders for input meetings on _____.</p> |
| Stage 2 Profile Development & Process | <p>_____ Online survey link, for input on developing the profile, available on District website from _____ to _____.</p> <p>_____ Meetings with constituent and stakeholder group representatives.</p> <p>_____ 8 a.m. deadline for survey/input from constituents, stakeholders and Board members, including online survey.</p> <p>_____ Promotional flyer draft due.</p> <p>_____ Board to finalize Superintendent profile for the promotional flyer and online application form. (Time: TBD) (option to conduct via Skype, conference call or gotomeetings.com)</p> |
| Stage 3 Recruiting & Screening | <p>_____ Print promotional flyer. Forward to consultant.</p> <p>_____ E-mail promotional flyer and online application instructions to interested candidates.</p> <p>_____ Deadline for all application materials. <i>(*See note below.)</i></p> |
| Stage 4 Candidate Presentation | <p>_____ Consultant develops and finalizes interview questions and procedures with the Board. Top candidates are presented to the Board and consultant assists the Board in selecting finalists for the interviews. If desired by the Board, consultant will meet with constituents and staff interview group(s) to discuss their roles. (Time: TBD)</p> <p>_____ Interview candidates (1st round).</p> <p>_____ Meeting with consultant following the last interview. (Time: TBD)</p> |
| Stage 5 Selection of Finalist & Future Planning | <p>_____ Interview finalist candidates (2nd round). <i>(Optional)</i></p> <p>_____ Final meeting with consultant following the last interview. (Time: TBD) (option to conduct via Skype, conference call or gotomeetings.com)</p> <p>_____ Consultant will discuss contract terms with the finalist.</p> <p>_____ Offer the contract.</p> <p>_____ Press release of new Superintendent.</p> <p>_____ Board Self-Assessment Survey Results presented to the Board.</p> |

***All applications will be reviewed. Materials received after the closing date may be given full consideration depending upon the number of applications received and other factors.**

(Actual dates to be determined in the first meeting with the Board.)

SECTION II

MONITORING THE SEARCH PROCESS - CLIENT CHECKPOINTS

The Board's role is the most important one in the search process. Although we assist you in the process by actively recruiting, identifying and recommending qualified candidates, you alone will determine which candidate you will hire.

Our search process is set up in a manner that provides the Board with a continuous monitoring capability which features clearly defined checkpoints:

| | |
|-------------------|---|
| Timeline | • Establish a timeline for the process |
| Input | • Determine the input process |
| Qualifications | • Set the Superintendent qualifications |
| Flyers | • Review and approve informational flyers and application forms |
| Progress Reports | • Receive regular progress reports from the consultant |
| Interview Process | • Approve format and questions for the interview process |
| Candidates | • Select candidates for final interview |
| Hiring | • Hire the candidate |
| Contract | • Determine and approve the contract |
| Press Release | • Approve the press release |

These check points assure that you know the progress of the search and have the information to be fully informed and in control of the search.

SECTION III

SEARCH COST – THE COMPLETE PROCESS

The cost of our Proposal is for a complete search. The Board will be guided and assisted by Ray and Associates, Inc. at every step in the search process from the initial phase of determining the desired qualities for the position through the actual hiring of the new Superintendent. Our process is flexible and if the Board would desire a different approach or would prefer certain options other than those provided in our Proposal, we can adjust our process to meet your requirements.

COST BREAKDOWN

The Consultant Fee. The fee for the performance of the Superintendent search by the consultant as provided in this Proposal will be nine thousand dollars (\$9,000.00). If the Board selects only certain elements offered in this package, or requests services not included in this package, our fees and reimbursed expenses will be adjusted accordingly. The firm will discuss any modifications relating to the search fee regarding our services at the formal presentation. The Superintendent search fee shall be paid in three (3) installments; 1/2 of total fee is due upon signing of the contract; 1/4 of fee is due at the time of the stakeholder meetings; and the final 1/4 of fee is due when the Superintendent is officially hired by the District.

Provide the Board with criminal, civil litigation, social security, motor vehicle record checks and verification of educational degrees for the top (2-3) candidates at no additional fee.

There is no charge by Ray and Associates for the services to assist the Board in negotiating a contract with the new Superintendent and the development of the contract terms.

Consultant Reimbursed Expense. Certain expenses, including travel, lodging, meals, shipping and other search related expenses, will be kept to a minimum and are to be reimbursed by the District. Expenses may be less if the Board utilizes our web-cam capability as an option over on-site meetings. Said expenses will be invoiced as they occur and will include a detailed account listing of such expenses.

Candidate Expenses. Expenses shall include travel, lodging and meals for the candidate and spouse, if the District determines to pay for said expenses.

PERFORMANCE CONTRACT

Ray and Associates, Inc. will provide a written agreement between the Board and the consulting firm which will contain the provisions of this Proposal and any modifications or changes mutually agreed by the parties.

ESTIMATED COST SHEET – PREPARED FOR: WAUKEE COMMUNITY SCHOOL DISTRICT

Ray and Associates, Inc. will spend as much time as needed to conduct a successful search for the Waukee Community School District. Please Note: Our flat fee is inclusive of all services. The only hourly rates that would apply would be for requests above and beyond this Proposal and would be at the following rates:

Consultant \$100.00/hr
Administrative Asst. \$25.00/hr

Travel

| | |
|---|----------|
| Ground transportation (billed at \$0.58 per mile) | 800.00 |
| Hotel (if needed)..... | 200.00 |
| Meals | 100.00 |
| ** Travel Subtotal..... | 1,100.00 |

****Expenses may be less if district utilizes cost saving meetings.**

Shipping: (Federal Express to the District, materials to search coordinator, candidate information after the candidates have been selected from the screening process)..... 500.00

Ray and Associates, Inc. Estimated Expense Total:1,600.00
 Ray and Associates, Inc. Base Fee9,000.00

***NOT TO EXCEED COST SEARCH COST 10,600.00**

***Does not include estimated advertising or candidate expenses for interviews.**

**The actual number of candidates interviewed is the Board’s decision. The estimate per candidate for interview expenses is \$2,000; however, it is dependent on the candidate’s geographic location.

All expenses are estimates, based on past experiences. The Waukee Community School District will be billed for only the actual expenses incurred. Candidate travel expense reimbursement is the responsibility of the District.

Board Approved Advertising

We exhibit advertising as a separate entity because the cost is based on the Waukee Community School District’s decisions on how extensive the need. Our associates make recommendations and the Board has the final authority on frequency and dollars spent.

Advertising fees are billed directly to the district by the advertising source and are dependent on the publications selected by the School Board. Ray and Associates, Inc. does not collect a commission for placing the ads.

SECTION IV

GENERAL PROVISIONS

CONFIDENTIALITY

The nature of our work and our ability to carry out our responsibility to you is directly related and dependent upon our present and past experience in providing similar services to others. *The firm will preserve the confidential nature of any information which becomes available to the firm resulting from the services rendered to the Board.*

As our client, you also need to maintain the confidentiality of information provided by Ray and Associates, Inc.

SATISFACTION GUARANTEED

We provide a termination provision in our contractual agreement with the Waukee Community School District. If the Waukee Community School District or Ray and Associates, Inc. terminate this agreement, Waukee Community School District will be charged for only the work performed and expenses incurred up to the date of termination.

If the Board is dissatisfied with the new Superintendent within two years from the date of employment of the Superintendent, and if either party dissolves that relationship by resignation or termination within a two-year period of the initial employment, the firm of Ray and Associates, Inc. will conduct a new Superintendent search at no cost to the District, except for expenses.



REFERENCES

We have chosen several clients from our past and recent search list to demonstrate that we have been successful in various size districts throughout the state of Iowa. Additional references are available upon request.

| SCHOOL DISTRICT | LOCATION | CONTACT PERSON | TITLE OF CONTACT | PHONE NUMBERS |
|---|--------------------|-------------------------|-----------------------------------|--|
| Iowa Searches | | | | |
| Saydel | Des Moines, IA | Brian Bowman | Board President | Cell: 515-229-2762 brian.bowman@dupont.com |
| College Community and Grant Wood AEA | Cedar Rapids, IA | Randy Bauer | Board President | Cell: 319-551-8696 rbauer@crprairie.org |
| Oskaloosa | Oskaloosa, IA | Shelly Herr | Board President | Cell: 641-660-3520 shelly.herr@musco.com |
| Interstate 35 | Truro, IA | Bryan Arzani | Board President | Cell: 515-770-6886 bryan@resultsgroupllc.com |
| Green Hills AEA | Council Bluffs, IA | Marland Gammon | Board President | Cell: 712-366-0503 |
| Howard-Winneshiek | Cresco, IA | Clint Farlinger | Board Secretary | Work: 563-547-2762 x 104 cfarlinger@howard-winn.k12.ia.us |
| Council Bluffs | Council Bluffs, IA | Troy Arthur | Board President | Cell: 402-490-6567 Troyarthur4cb@gmail.com |
| Atlantic | Atlantic, IA | Alison Bruckner | Board President | Cell: 402-740-9552 abruckner@atlanticiaschools.org |
| Mount Vernon | Mount Vernon, IA | Lori Merlak | Former Board President | Cell: 319-389-2886 lmerlak@mvcasd.org |
| Riverside | Carson, IA | Murray Fenn | Former Board President | Cell: 712-484-3625 mfee@frontiernet.net |
| Norwalk | Norwalk, IA | Kate Baldwin | Business Manager | Work: 515-981-0676 k.baldwin@norwalk.k12.ia.us |
| Northeast | Goose Lake, IA | Tina Bartels | Business Manager | Work: 563-577-2249 x 604 Tina.bartels@northeastcsd.org |
| Grinnell-Newburg | Grinnell, IA | Becky Nance | Admin Assistant to Superintendent | Work: 641-236-2700 Becky.nance@grinnell-k12.org |
| Muscatine | Muscatine, IA | Brenda Garcia-Van Auken | Former Board Member | Cell: 563-506-1204 brenda@brendagarcia.biz |
| Mount Pleasant | Mount Pleasant, IA | Brad Holtkamp | Former Board President | Cell: 319-931-0354 bmhltkmp@iowatelecom.net |
| Alburnett | Alburnett, IA | Jennifer Slife | Former Board President | Cell: 319-310-5505 djslife@msn.com |
| Eldora-New Providence | Eldora, IA | Jolene Teske | Former Board President | Cell: 515-689-4864 Hm: 641-858-5620 jolene.teske@gmail.com |
| North Cedar | Stanwood, IA | Tim Drewelow | Former Board President | Hm: 563-941-5527 Cell: 319-560-3102 drewelow@fbcom.net |
| Keokuk | Keokuk, IA | Tyler McGhghy | Former Board President | Cell: 319-795-6989 Hm: 319-795-4512 stmcgghy@gmail.com |

| | | | | |
|--------------------|----------------|---------------|------------------------|--|
| Marion | Marion, IA | David Law | Board President | Cell: 319-377-5203 maestrolaw@gmail.com |
| Solon | Solon, IA | Rick Jedlicka | Board Member | Wk: 319-398-5793 rickj@benefitsolutionsinc.com |
| North Scott | Eldridge, IA | Paul Diereckx | Former Board President | Wk: 563-225-3891 jdieri5418@aol.com |
| Fairfield | Fairfield, IA | Kim Sheets | Business Manager | Cell: 641-233-8571 Wk: 641-472-2655 Kim.sheets@fairfieldsfuture.org |
| Indianola | Indianola, IA | Darcy Moeller | Former Board Secretary | Cell: 515-669-6282 Hm: 515-962-1214 |
| Midland | Wyoming, IA | Clay Pestka | Board President | Hm: 563-488-3361 Cell: 319-480-1327 foxcreek@netins.net |
| Waterloo | Waterloo, IA | Mike Young | Former Board President | Wk: 319-234-4471 youngm@wloolaw.com |
| Griswold | Griswold, IA | Cherie Miner | Former Board President | Hm: 712-767-2741 minadams@netins.net |
| Des Moines | Des Moines, IA | Dick Murphy | Former Board President | Cell: 515-250-5567 Hm: 515-278-6048 rmurphyia@earthlink.net |
| Van Buren | Keosauqua, IA | Kara McEntee | Former Board President | Cell: 319-217-2078 Wk: 319-293-3171 x1222 kara.mcentee@vbch.org |

This is not a complete list, and more references can be provided upon request.



ALL IOWA SEARCH FIRMS ARE NOT THE SAME!

Ray and Associates, Inc.

THE CLEAR DIFFERENCE...

- ✓ We customize every search to meet the specific needs of our clients.
- ✓ We have the largest professional recruiting network in Iowa, the Midwest and nationally.
- ✓ We have a highly qualified, full-time staff that is readily accessible to respond to both clients and candidates.
- ✓ We aggressively recruit candidates who closely match the District profile.
- ✓ We provide an attractive, user-friendly and informative website that allows candidates to apply on-line.
- ✓ We receive more applications than any search firm in the nation.
- ✓ We interview each individual Board member in order for them to provide information and insight into the development of the profile characteristics for the position.
- ✓ We collect and organize community and staff input, when desired by the Board, and provide a report that is highly useful in establishing the position criteria. In addition, our firm offers an online survey and will provide a link to the survey to post on the Districts' website.
- ✓ We offer the option to have our office design and develop the promotional application and flyer for the position.
- ✓ We have the most complete and comprehensive investigative system to assure our clients of candidate quality.
- ✓ We have a unique and successful consensus building process for Boards who may be split on candidates or other issues.
- ✓ We have been highly successful in placing outstanding candidates in all of our searches.
- ✓ We provide an in-depth candidate video interview to the Board.
- ✓ We provide criminal, civil litigation, social security, motor vehicle record checks and verification of educational degrees for the top (2-3) candidates at no additional fee.
- ✓ We provide a two-year guarantee clause in our contract with our clients.