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every student. every classroom. every day.

Memo

To Board of Education

From Superintendent Search Committee
Roberta Mayor, Interim Superintendent 

Board Meeting Date January 14, 2009

Subject Superintendent Search Committee Recommendation

Action Requested Approval of recommendation from BOE Superintendent Search Subcommittee to hire the search firm of Ray & Associates to conduct the superintendent search for OUSD.

Background
A one paragraph explanation of why the consultant's services are needed.

Superintendent Search Committee (BOE members Gary Yee, Noel Gallo and Christopher Dobbins, and Interim Superintendent Roberta Mayor) considered the applications of seven search firms, narrowed down the list and invited three firms to an interview with the Committee members on January 10, 2009. The Committee conducted the interviews and selected Ray & Associates to recommend to the school board as the firm to work with OUSD to conduct the superintendent search.

Discussion
One paragraph summary of the scope of work.

Recommendation Approval to enter into an agreement with Ray & Associates to conduct superintendent search.

Fiscal Impact Funding resource name General Purpose not to exceed \$38,000.00

Attachments

**RESOLUTION OF THE
BOARD OF EDUCATION OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 0809-0082**

SELECTION OF SUPERINTENDENT OF SCHOOLS SEARCH FIRM

Ray and Associates, Inc., Cedar Rapids, Iowa

WHEREAS, the Governing Board of the Oakland Unified School District anticipates it will be granted full local control of the District in the first quarter of 2009 after nearly six years of State Administration; and,

WHEREAS, the Memorandum of Understanding between the Governing Board and the State Superintendent of Public Instruction signed April 8, 2008 authorized the Governing Board to select a Superintendent of Schools; and,

WHEREAS, the Governing Board selected an Interim Superintendent of Schools effective July 1, 2008 with a commitment to its constituency that through an open, competitive process it will appoint a permanent Superintendent of Schools by, on or shortly after commencement of Fiscal Year 2009-2010; and,

WHEREAS, in furtherance of the permanent Superintendent of Schools selection process, the Governing Board authorized the solicitation of proposals and, by and through its President, appointed a Special Committee on the Superintendent of Schools Search on November 19, 2008 with the specific charge of screening the Requests for Proposals from superintendent search firms to assist the Governing Board with its permanent Superintendent Search of Schools Search; and,

WHEREAS, in response to the Governing Board's Request for Proposals, the following seven firms submitted proposals: 1) California School Boards Association, Executive Search Services, West Sacramento, California; 2) Cascade Consulting Group, Bellevue, Washington; 3) Hazard, Young, Attea and Associates, Ltd, Glenview Illinois; 4) Leadership Associates, Mission Viejo, California; 5) Pro Act Search, Milwaukee, Wisconsin; 6) Ray and Associates, Inc., Cedar Rapids, Iowa, and 7) RBL Enterprises Ltd, Oakland, California; and,

WHEREAS, the Special Committee on the Superintendent of Schools Search, having held public meetings on December 8, 2008 and December 15, 2008, and at the latter public meeting, reviewed all seven Requests for Proposals and selected the following three firms for personal interview: 1) Ray and Associates, Inc.; 2) Hazard, Young, Attea and Associates, Ltd; and 3) Pro Act Search; and,

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WHEREAS, at its third public meeting, held January 9, 2009, the Special Committee on the Superintendent of Schools Search interviewed representatives from 1) Ray and Associates, Inc.; 2) Hazard, Young, Attea and Associates, Ltd; and 3) Pro Act Search, respectively, and, by unanimous vote, selected and recommended by its Report, presented by and through its Chair, that the Governing Board appoint Ray and Associates, Inc., as the firm to assist the Governing Board in its permanent Superintendent of Schools Search,

NOW, THEREFORE, BE IT RESOLVED that the Governing Board hereby accepts and approves the recommendation from its Special Committee on the Superintendent of Schools Search and selects Ray and Associates, Inc., of Cedar Rapids, Iowa, as its Superintendent of Schools Search Firm, subject to a second¹ positive reference check of said firm by the Interim Superintendent of Schools; and,

BE IT FURTHER RESOLVED that because this is one of, if not the most, important decisions the Governing Board will make, Ray and Associates, Inc., shall report directly to the Governing Board, and the President and Vice President of the Board as its elected officers are hereby authorized to negotiate the terms and conditions of the agreement with Ray and Associates, Inc., at a cost not to exceed \$38,000.00 payable from General Purpose Funds of the District; and,

BE IT FURTHER RESOLVED that upon satisfactory negotiation of said terms and conditions by the aforementioned officers, the President and Secretary of the Board are authorized to enter into and execute said agreement with Ray and Associates, Inc., subject to form and content approval by the General Counsel, for the fore stated purpose and the not to exceed sum.

Passed by the following vote:

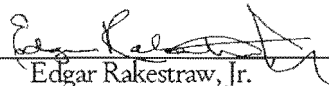
AYES: Jumoke Hinton Hodge, David Kakishiba, Jody London, Gary Yee,
Vice President Noel Gallo, President Alice Spearman

NOES: None

ABSENT: Christopher Dobbins

ABSTAIN: None

I hereby certify that the foregoing is a full, true and correct copy of a Resolution passed at a Regular Meeting of the Governing of the Oakland Unified School District held January 14, 2009.



Edgar Rakestraw, Jr.
Secretary, Governing Board
Oakland Unified School District

¹ Initial positive reference check completed by Board Members on the Special Committee on the Superintendent of Schools Search.