



executive • search • services



California School Boards Association

3100 Beacon Blvd., P.O. Box 1660 | West Sacramento, CA 95691 | 916.669.3297

California School Boards Association

October 28, 2008

David Kakishiba, Board President
Board of Trustees
Oakland Unified School District
1025 Second Ave.
Oakland, CA 94606-2212



CSBA

Dear Mr. Kakishiba and Members of the Governing Board:

Thank you for requesting a proposal from CSBA Executive Search Services. As your association, we are extremely interested in assisting you with your search for a new superintendent.

Hiring a superintendent is one of the most important decisions your board will make – a decision that can have the greatest impact on your district. You will find that this proposal provides an excellent overview of our service – a service dedicated to making the right match for your district and your board.

The cost for the CSBA ESS service is **\$40,000**, plus expenses (advertising, brochure printing, travel, postage, copying, phone calls, etc.). We guarantee our service to your satisfaction or we will conduct the search again (*within the first year of the superintendent's contract if the board members remain unchanged and providing the board selected one of the candidates the CSBA professional screeners found to be professionally qualified and recommended to the board*) for expenses only.

You will find that the scope of work outlined for Oakland Unified School District's search is completely met in CSBA's proposal. Further, the consultant team we recommend has the professional background, as well as the consulting skills and experience necessary to support the Board in its search for OUSD's next superintendent and professional leader for Expect Success.

The Sample Timeline included in the proposal shows that by beginning in early January, the Board will have sufficient time for all tasks and community input activities to have the new superintendent in position by July 1, 2009. Also, while the consultants will have primary responsibility for the close communication with the Board and district throughout the search process, you are always welcome to contact Chris Pruitt or me at any time.

If you have any questions or require additional information, please contact me at (916) 669-3297.

Sincerely,

A handwritten signature in black ink that reads "Dan B. Walden". The signature is written in a cursive, flowing style.

Dan B. Walden, Acting Director
Executive Search Services

3100 Beacon Boulevard
P.O. Box 1660
West Sacramento, CA 95691
(916) 371-4691
FAX (916) 371-3407

California School Boards Association

Executive Search Services

is pleased to provide a proposal to

Oakland Unified School District

Board of Education

David Kakishiba, President

Alice Spearman, Vice President

Christopher Dobbins, Member

Noel Gallo, Member

Kerry Hamill, Member

Gregory Hodge, Member

Gary Yee, Member



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EXECUTIVE SEARCH SERVICES

Reasons why you should choose California School Boards Association's Executive Search Services (ESS) to assist you in the most important decision you will make as a board . . . the selection of a new superintendent.

We're accountable to you . . . and you are in control . . .

As your association, CSBA ESS works for you. The Board is the decision-maker, and the consultant provides logistics and vital information to the Board with which to make the best decision. From the initial planning meeting and throughout the entire process, an ESS consultant will work with you, and will be available to guide you and provide direction as needed.

We develop a leadership profile . . .

Gathering information from all stakeholders in the district is one of the first and most important steps in our process. All individuals in the community – including board members, faculty, parents, and staff members – are encouraged to set up an interview with the ESS consultant to discuss the characteristics they would like to see in a new superintendent. Individuals representing groups such as bargaining units, the PTA, site council, etc., are encouraged to meet with the consultant. In addition to the interviews, the consultant may also visit various sites, hold group meetings and/or open forums, or any combination of those activities. The consultant may also receive written input from all segments of staff and the community.

We recruit . . .

Our team of ESS consultants has contacts and a sound network across California and the nation. Participation at conferences and workshops helps us to maintain contacts and develop new relationships with highly talented individuals.

Our application process is rigorous . . .

Applicants are asked to respond to challenging questions and demonstrate their experience in education leadership. Applicants provide copies of their degrees and credentials for verification as part of the process.

We use professional paper screeners . . .

CSBA ESS uses professional screeners to paper screen the applicants against the criteria and leadership profile established by the Board. The screening process is designed to optimize the objective assessment of professional qualifications and experience.

We do thorough reference checks . . .

It is past performance, more than anything else that will predict future success. A candidate's track record is the best indicator of how he or she will perform as superintendent in your district. After a review of all applicant files, the screeners will develop a list of individuals who most closely meet the leadership profile. They will conduct employment and reference checks on those individuals and present recommended candidates for first round interviews, sharing with the Board the results of the reference checks.

Nationsearch.com will conduct a federal criminal search, SSN trace, credit report, state and federal sex offender registry, and motor vehicle background checks on the finalist to be offered the position. That individual will be asked to provide certified transcripts that verify his/her academic degrees and proof of administrative credential(s) in order that the district can complete its final employment process.

Community/Staff Engagement – Standard Version

Community/Staff Engagement included in standard contract requires approximately two days in district for the consultant.

The Community/Staff Engagement standard process includes:

- Individual meetings with board members
- Individual meetings with key district office and site leadership
- Individual meetings with association/union leadership
- Individual meetings with key stakeholders: parent/community/business leadership
- One evening forum for general public and internal staff
- Web based survey and updates on district website

Community/Staff Engagement – Expanded (Optional) Version

This process will require members of the ESS team to spend four days in district plus two additional office days to complete.

The Expanded Community/Staff Engagement includes:

- The activities listed above in the Community/Staff Engagement Standard Version
- Meeting with staff at each district school site and district office
- Expanded meetings with key parent/community/business leaders
- Additional community forums as requested/needed
- Written updates to key staff/parents/stakeholders for distribution by district via website, school mailboxes, and student take-home materials

Superintendent Selection Advisory Committee

For years, CSBA ESS has pioneered the involvement of community and staff members in the selection and search process. If selected, a Superintendent Selection Advisory Committee (SSAC) helps the Board to appoint staff and community members to assist in the search. This involvement can be as intense as the board desires. In some districts, the SSAC participates in the development of the position profile. In others, SSAC members participate as paper screeners or interviewers.

PLEASE NOTE: Some potential applicants may not apply if they are subject to review or interviews by the public or staff. While all those involved in our process must sign confidentiality agreements, some applicants decline to participate. They worry that their current positions will be jeopardized by this process if confidentiality is broken.

We facilitate the community visit of the prospective superintendent...

To affirm your choice, two board members are encouraged to visit the community of the finalist to be offered the position. The search consultant will facilitate the visit.

We value and maintain confidentiality and communication...

Our search process is confidential. Confidentiality is also a top priority with the candidates' files. All applicant files are maintained in a secure area.

An initial board-superintendent work session is provided at the conclusion of the successful search...

Upon selection of your new superintendent, an ESS consultant will provide your board with a three hour work session to help your new governance team forge an effective working relationship. This work session helps the governance team immediately create a climate for open communication, establish preliminary protocols, and establish a customized orientation/transition plan.

An array of CSBA resources related to the superintendent search is available...

As soon as the board selects a new superintendent, you may wish to consider utilizing additional CSBA services. Policy development workshops and governance team professional development are available from Policy Services and Governance Consulting Services.

SAMPLE TIMELINE

Oakland Unified School District

This sample timeline serves as a guide to the maximum amount of time involved in the process (5 months)

Week 1 1/8/09	Planning Meeting to determine scope and timeline. Board is given binders with information to be used throughout the search.
Week 3 1/29-2/3/09	Community/staff input. Allow enough time to advertise that consultant will be in the district for community input.
Week 5 2/17-2/20/09	Consultant drafts brochure and board approves. Consultant begins to assist board in developing interview questions.
Week 13 4/17/09	Applications close. The 8-week period allows ample time for advertising and for candidates to apply for the position.
Week 14 4/24/09	Paper screening. Screening committee evaluates applicant materials against the position profile.
Week 14-15 4/25-4/30	Screening committee performs employment and reference checks on best-qualified applicants and recommends individuals for board interview.
Week 16 5/1/09	Board receives screening committee report and determines candidates for first round interviews. Board is given copies of each candidate's application, and the complete files are available for the board to review. Consultant assists the board complete development of questions for first round interviews.
Week 17 5/4-5/8/09	Candidates are notified and interviews scheduled. Interview questions and copies of candidates' materials are copied for interview packets.
Week 18 5/11 & 5/12/09	Interviews by board and Superintendent Selection Advisory Committee (SSAC), if one is utilized.
Week 18 5/13/09	If SSAC is used, board hears committee's input regarding strengths and limitations of candidates. Consultant facilitates process.
Week 18 5/13/09	Board determines candidates for second round interviews. Consultant assists with refining questions for the second round interviews.
Week 18 5/14/09	Board conducts second round interviews. Consultant begins to notify unsuccessful candidates.

Week 19
5/18/09

Board makes tentative selection of its prospective superintendent. *Consultant requests federal criminal and related background check on finalist to be offered the position.*

Week 20
5/20-5/22/09

Board visits community of board's selected finalist. *Facilitated by consultant.*

Week 21
5/22/09

Board selects new superintendent.

Week 22
5/29/09

Board takes action to hire superintendent and introduce to community.

Week 17
7/1/09

CSBA's Executive Search Services schedules a 3-hour work session with board and new superintendent to help forge an effective working relationship.

AGREEMENT FOR ASSISTANCE IN SELECTING A SUPERINTENDENT

This agreement is entered into by the Oakland Unified School District (hereafter District) and the California School Boards Association Executive Search Services (hereafter CSBA or Association).

CSBA AGREES

1. To meet with the governing board of the Oakland Unified School District (hereafter Board) as required to assist and advise it throughout the search.
2. To meet with individuals and groups, including board members, employees, community members, and others who express an interest in the selection process. In the interest of an orderly and timely process, CSBA may, in its discretion and after consulting with the Board, limit the number and time of such meetings.
3. To develop for Board approval, print and distribute a recruiting brochure announcing the position.
4. To recruit candidates that CSBA believes are qualified for the position.
5. To answer inquiries from interested persons concerning the position.
6. To collect and process applications and communicate with persons applying for the position.
7. To recommend qualified people to aid in the recruitment and selection process as necessary.
8. To conduct employment and reference checks on candidates recommended to the Board for interview.
9. To assist the Board in preparing for candidate interviews.
10. To notify all unsuccessful candidates and thank them for applying.
11. To request a federal criminal and related background check on the finalist selected by the board as its prospective superintendent.
12. To facilitate a Board visit to the community of board's selected individual.
13. To hold the district harmless, indemnify and defend the district from any and all liability arising from the search and recruitment activity referred to herein, unless such liability resulted from negligence or malfeasance by the district of

Board. The Board agrees to notify CSBA within a reasonable time of receipt of any claim.

DISTRICT AGREES

1. To have all board members present at all meetings regarding the selection.
2. To have at least one or two members of the Board visit the community of the prospective superintendent to obtain satisfactory assurance of the individual's acceptability.
3. To pay any and all expenses incurred by the district board members in connection with the superintendent selection process.
4. To pay the travel expenses of second round candidates to be interviewed.
5. To make appropriate facilities available for conducting interviews and other business related to the search in progress.
6. To complete final employment process, including verification of academic degrees and credentials, and obtaining a criminal record summary by means authorized by the California Department of Justice.
7. To have legal counsel develop or review any agreement between the Board and the prospective superintendent.
8. To hold CSBA harmless, indemnify and defend CSBA from any and all liability arising from the search and recruitment activity referred to herein unless such liability resulted from negligence or malfeasance by CSBA. CSBA agrees to notify the district or Board within a reasonable time of the receipt of any claim.

MISCELLANEOUS

1. This agreement may be terminated at any time by either party by giving written notice to the other. At such time, the district shall be invoiced by CSBA for services and expenses incurred for work accomplished to date.

CONSIDERATION

1. In consideration for the above services, the district agrees to pay CSBA a base fee of \$40,000 plus expenses. Expenses will be billed later.
2. One-half the fee, \$20,000 is due and payable upon execution of this agreement by both parties. The remainder of the fee is due and payable upon receipt of an invoice.
3. The expenses will be billed in several increments, and are due and payable by the district to CSBA 30 days after receipt of an invoice from CSBA to the district setting forth the amount due.
4. CSBA guarantees its services to District's satisfaction or CSBA will conduct the search again (*within the first year of the superintendent's contract if the board members remain unchanged and providing the board selected one of the candidates the CSBA professional screeners found to be professionally qualified and recommended to the board*) for expenses only.

For purposes of communication between the parties, the following shall be deemed to be representative of the parties:

**OAKLAND UNIFIED
SCHOOL DISTRICT**

David Kakishiba
Board President

Oakland Unified School District
1025 Second Ave.
Oakland, CA 94606-2212

Phone: (510) 879-8200

Signature

Date

**CALIFORNIA SCHOOL
BOARDS ASSOCIATION**

Dan B. Walden
Acting Director,
Executive Search Services

California School Boards Association
3100 Beacon Boulevard
West Sacramento, CA 95691

Phone: (916) 669-3297

Signature

Date

**Proposed Expenses
for
Oakland Unified School District
Superintendent Search**

The base fee covers all of the *people costs* associated with the search: consultant's field and office time, including recruiting candidates, and communicating with candidates and the board; staff office time involved with all the logistics of the search, including processing and maintaining files, communication with district office staff, and communication with applicants with regard to the status of their files. It also includes the time spent by the professional screeners on behalf of the district in meeting with the board, paper screening and conducting reference checks on candidates recommended to the board, and criminal background check on the prospective superintendent. CSBA ESS staff members will provide professional guidance, and are available at all times to the board throughout the duration of the search.

Base Search Fee **\$40,000**

	Ranges*
Consultants Travel <small>(2 Consultants-4-7 trips to district each)</small>	\$1,096 - \$1,918

Screening Committee Travel <small>(2 people, 2 trips)</small>	\$1,000 - \$1,100
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Operating Expenses:

Brochure printing**	\$600 - \$1,150
Postage	\$250 - \$350
Copying	\$100 - \$200
Phone	\$100 - \$300
Misc. Materials	\$200 - \$420
Advertising*** - EdCal, Ethnic (Statewide only)	\$1,125 - \$2,250

Subtotal	\$4,471 - \$7,688
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Total Search Expenses	<u>\$44,471 - \$47,688</u>
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Additional Options

Addtl' advertising*** - AASA & EdWeek (National)	\$325 - \$2,580
Superintendent Selection Advisory Cmte (Flat Fee)	\$2,000 - \$2,000
Expanded Community Engagement (Flat Fee)	\$1,500 - \$1,500
Total Additional Options Expenses	<u>\$3,825 - \$6,080</u>

Total Search Expenses with Options	<u>\$48,296 - \$53,768</u>
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*A range is given as a guideline. Fewer trips to the district by the advisers and a lesser amount spent for advertising and other materials would result in a decrease in the overall estimated expenses.

**2 Color on white glossy or matte paper, 1000 copies

***Depending upon your selection of options

PROFESSIONAL RESUME

Of

Elaine L. Collins, Ed.D.

EDUCATIONAL PREPARATION

Degrees

Doctorate: Educational Leadership
Seattle University, Seattle WA, 1981

Master's Degree: Guidance and Counseling
Seattle University, Seattle WA, 1974

Bachelor's Degree: English
University of Washington, Seattle WA, 1962

Credentials

Superintendent's Credential
Seattle University, Seattle WA, 1988

Principal's Credential Elementary and Secondary Levels
Seattle University, Seattle WA, 1978

Workshops

Spanish Language Institute of Mendocino
Mendocino CA, 1998

Superintendents' Work Conference
Columbia University, NYC, 1997

ACSA Superintendents' Symposium
Monterey CA, 1996-2003

PROFESSIONAL EXPERIENCE

Associate Professor, University of La Verne
La Verne CA, 2001-present

- instructor for Doctoral Program in Organizational Leadership
- program development for ULV3 pilot
- mentor for Sierra Learning Group

Executive Search Consultant, California School Boards Association

Sacramento CA, 2000-present

Served as superintendent search consultant for:

- San Rafael City Schools
- Gateway Unified School District
- Old Adobe Union School District
- Golden Valley Unified School District
- Enterprise Elementary School District
- Alexander Valley School District

Masters in Governance Faculty Member, California School Boards Association
Sacramento CA, 2001-present

Presented regional workshops for school board members of:

- Tehama County
- Statewide – Millbrae, Costa Mesa, Sacramento
- Monterey County
- Santa Clara County
- Imperial County
- Contra Costa County

Superintendent, St. Helena Unified School District
St. Helena CA, 1995-2000

- responsible for all aspects of St. Helena Schools with 1735 students/\$8 million budget
- work directly with the Board of Trustees to establish and implement policy
- passage of \$18.8 million general obligation bond for facilities
- responsible for K-12 curriculum, including realignment and assessment
- articulate and promote the school program to all aspects of the community

Deputy Superintendent, Kent School District
Kent WA, 1992-95

- responsible for daily operations of Kent School District with 23,700 students/\$145 million budget
- monitor overall district expenditures and legal services
- responsible for student housing facilities and bond planning
- member of district collective bargaining team
- developed district wide plan for technology

Assistant Superintendent, Kent School District
Kent WA, 1987-92

- responsible for 12 Kentwood service area K-12 schools with 7500 students
- cabinet-level responsibility for vocational education, athletics, student services, student housing
- district lead for citizens' facilities committee, developing 5-year plan and establishing \$130 million bond request
- coordinate district multicultural programs and troubleshoot equity issues

Director of Curriculum, Lake Washington School District
Kirkland WA, 1986-87

- responsible for K-12 curriculum
- developed Core Curriculum implementation plan
- chair of instructional materials committee

Principal, Cascade High School
Everett WA, 1982-86

- responsible for overall school program for 2152 students and 144 staff
- provided instructional supervision for all curricular departments
- responsible for teacher evaluation
- developed and monitored building budget
- responsible for community relations

Assistant Principal, Kent Meridian High School
Kent WA, 1978-82

- responsible for student attendance and discipline
- developed master schedule of classes
- responsible for facility maintenance
- supervised English, social studies and vocational departments

Counselor, Redmond High School and Juanita High School
Kirkland WA, 1974-78

- responsible for guidance services for 360 students
- developed occupational exploration program
- developed district counseling curriculum
- president of Lake Washington Counselors Association

School English Teacher, Redmond Junior High School and Redmond High
Redmond WA, 1963-74

- teaching assignments included reading, honors English, basic English

- and linguistics
- received grant to develop speed reading program
- faculty senate member

COMMUNITY AND PROFESSIONAL ORGANIZATIONS

- St. Helena Rotary
- St. Helena Chamber of Commerce
- St. Helena Hospital Board Member
- St. Helena Boys and Girls Club Board Member
- Association of California School Administrators
- Association for Supervision and Curriculum Development
- Washington Association of School Administrators
- Kent Rotary
- Kent Chamber of Commerce

PROFESSIONAL ACTIVITIES

- Presenter for the following state and national conferences:
 - ACSA Superintendents' Academy, Napa CA, 1997-99, *The New Superintendent*
 - WSSDA Regional In-service, Kent WA, 1993, *Multicultural Awareness*
 - WASSP Parliament, Seattle WA, 1991, *Cultural Role Models*
 - PROJECT LEADERSHIP, Yakima, WA, 1991, *Interview Skills*
 - WASA Summer Conference, Spokane WA, 1991, *Cultural Role Models: Creating Positive Impact*
 - WASA LEAD Conference, Seattle WA, 1990, *Your Personal*

Presentation

and

- ESPAW State Conference, Bellevue WA, 1990, *Snapshots of Diversity Similarity*
- WASA LEAD Conference, Seattle WA, 1988, *Career Advancement*
- ASCD National Conference, Boston MA, 1988, *Curriculum Reform: What Works and What Doesn't*
- ASCD National Conference, New Orleans LA, 1987, *The Core*

Curriculum

- Guest Lecturer for City University Workshop, Kent WA, 1995, *Shared Decision Making*
- Consultant for WASSP, 1987-94, providing individual assistance on communication skills for principals
- Career Development Seminars, 1983-91, Seattle University, Seattle

WA

Program Chairperson for 1987, WSASCD State Conference, Seattle

WA

Conference Chairperson for 1986, WASSP State Parliament, Seattle

WA

Honors

Received Urban League of Metropolitan Seattle *Equal Life Chances Award*, 1994: for "working to eliminate racism and its effects, to eliminate the

conditions which promote poverty and to develop equal life chances
for all”

Named an *Executive Educator 100*, 1990: one of North America's top 100
school administrators whose "outstanding achievements in education
warrant attention and recognition"

Received PTA *Golden Acorn Award*, 1986: for “outstanding service to a local
PTA unit and to the students of Cascade High School”

PROFESSIONAL RESUME

Of

Wendell L. Chun, Ed.D.

PROFESSIONAL EXPERIENCE

Oakdale Joint Unified School District--Oakdale, CA (5,100 ADA)

2000-Present Superintendent

Modesto City Schools—Modesto, CA (33,000 ADA)

1998-2000 Associate Superintendent, Educational Services, K-12
1988-1998 Director, Secondary Education, 7-12
1987-1988 Principal, Garrison Elementary School, K-6

Lincoln Unified School District—Stockton, CA (9,000 ADA)

1986-1987 Principal, Claudia Landeen School, K-8
1985-1986 Principal, Sture Larrison Continuation High School

Modesto City Schools—Modesto, CA

1984-1985 Vice Principal, Pioneer Continuation High School
1978-1984 High School Counselor, Grace Davis High School
1972-1978 Business Education Teacher, Grace Davis High School

RELATED EXPERIENCE

- 2004-Present Executive Search Consultant
California School Boards Association
Executive Search Services: Superintendent Searches
- 2007-Present Adjunct Professor
University of Southern California
Doctorate in Education Program
- 2002-2006 Adjunct Professor
California State University, Stanislaus
Advanced Studies in Education
Administrative Services Credential Program
- 1999-2000 Adjunct Professor
University of Pacific
Doctorate in Education Program

EDUCATION

- 1988 University of Southern California
Doctor of Education
Education Policy and Administration
- 1978 California State University, Stanislaus
Masters Degree in Education with Distinction
- 1968 California State University, Chico
Bachelor of Arts in Business Education
English minor

CREDENTIALS

Administrative Services Credential, K-12
Pupil Personnel Services Credential, K-12
Standard Secondary Teaching Credential
Business Education and English

HONORS AND AWARDS

Superintendent of the Year
Association of California School Administrators
Region VII (Stanislaus, San Joaquin, Amador, Calaveras, Tuolumne Counties)
2002-2003

California State Administrator of the Year for Science Education
California Science Education Advisory Committee
2001-2002

Central Office Administrator of the Year
Association of California School Administrators
Region VII, 1996-1997

Stanislaus County Administrator of the Year
Association of California School Administrators
Stanislaus County Charter, 1993-1994

PROFESSIONAL LEADERSHIP ACTIVITIES

California State University, Stanislaus
President's Educational Advisory Committee
Doctorate of Education Community Advisory Board
California State Child Nutrition Advisory Committee
Board of Trustees, National High School Association
2001- Present
Board of Trustees, California League of High Schools
1994-Present
Region 6 Advisory Panel, California League of Middle Schools
1994-2000
Association of California School Administrators—Prior Service Includes
State Committee—Federal, Finance, and Legislation
State Committee—Continuation and Educational Options
State Committee—Research, Evaluation, and Accreditation
State Commission—Transformational Leadership
Region VII Board of Directors
President, California Continuation Education Association, 1985-1986

COMMUNITY ACTIVITIES

Council Member, Stanislaus County Private Industry Council
Board of Directors, United Way of Stanislaus County
Advisory Board, Parent Institute for Quality Education

Modesto and Oakdale Rotary Clubs, Oakdale Board of
Directors

REFERENCES

Michael Tozzi, President, Oakdale Jt. Unified School District Board of Trustees;
7318 Crane Road; Oakdale, CA 95361; Home Phone: 209-847-3122;
Business
Phone: 209-525-6348

William Dyer, Member, Oakdale Jt. Unified School District Board of Trustees;
1644 Poplar Street; Oakdale, CA 95361; Home Phone: 209-847-0984

Michael House, Member, Oakdale Jt. Unified School District Board of Trustees;
8400 Workman Road; Oakdale, CA 95361; Home Phone: 209-847-4375

Marje Pedro, Member, Oakdale Joint Unified School District Board of Trustees;
248 Fairwood Drive; Oakdale, CA 95361; Home Phone: 209-847-5377

Peter Murphy, Executive Director, National High School Association and
California League of High Schools; 6615 E. Pacific Coast Highway, Suite 120;
Long Beach, CA 90803; Business Phone: 1-800-858-9365

Dr. Chet Jensen, California State University, Stanislaus; Advanced Studies in
Education; 801 W. Monte Vista Avenue; Turlock, CA 98382;
Business Phone: 209-667-3475

**Dr. Elaine Collins
Executive Search Services
Searches Completed**

District ADA	Name of District	Search for Fiscal Year	Board President	Contact Information	New Superintendent
9,045	Pittsburg USD	2006/2007	Laura Canciamilla	(925) 473-4000	Barbara Wilson
18,082	Pajaro Valley USD	2007/2008	Kim Turley	(831) 786-2100	Dorma Baker
29,000	Lodi USD	2007/2008	Ken Davis	(209) 331-7002	Cathy Nichols-Washer

**Dr. Wendell Chun
Executive Search Services
Searches Completed**

District ADA	Name of District	Search for Fiscal Year	Board President	Contact Information	New Superintendent
10,047	Merced Union HSD	2007/2008	Dave Honey	(209) 385-6412	V. Scott Scambray
13,811	Turlock USD	2007/2008	John Sims	209) 667-0633	Sonny Da Marto
29,000	Lodi USD	2007/2008	Ken Davis	(209) 331-7002	Cathy Nichols-Washer