

AGENDA

**Revere Local School District
Revere Board Meetings
Addendum to 11-17-20 Regular November BOE Meeting
Tuesday, November 17, 2020, 5:30 pm - 8:30 pm
Revere High School Media Center**

I. SUPERINTENDENT'S AGENDA - Matthew L. Montgomery, Ph.D.

1. Certificated/Licensed Personnel

a. Resignations

It is recommended that the Board of Education approve the following resignations:

Phillip King / Principal RHS / Effective 8/1/2021

Kathy Nolan / Director of Curriculum and Instruction / Effective 8/1/2021

2. Other Business

a. Finding Leaders / Search Proposal

It is recommended that the Board of Education approve the proposal as detailed in

Attachment 3

NEW DOCUMENT

**SEARCH PROPOSAL
FINDING LEADERS
AND
REVERE LOCAL SCHOOL SCHOOLS**

This agreement entered this 7th day of October, 2020, between Finding Leaders (hereinafter referred to as the "Consultants") and the Board/Administration of the Revere Local Schools (hereinafter referred to as the "Board/Administration").

Whereas, the Board/Administration has a vacancy in the positions of Revere High School Principal and Revere Assistant Superintendent and

Whereas, the Board/Administration desires to retain the services of an independent agency to assist the Board/Administration in identifying and attracting qualified candidates, screening applicants, interviewing qualified candidates and presenting a list of semi-final candidates to the Board/Administration; and whereas, the Consultant firm is an independent agency and is qualified and willing to provide such services to the Board/Administration. Now, therefore, in consideration of the promises and covenants hereinafter set forth, the Board/Administration and Consultants enter into this agreement, as follows:

1. Consultants agree to provide the following consulting services to the Board/Administration in connection with their efforts to fill the vacancies:
 - a. general consultation
 - b. use of our on-line application process, AppliTrack through www.findingleaders.com
 - c. maintains communications with the Board/Administration throughout the process
 - d. interviews staff, students, community groups and the Board/Administration to determines the qualifications and characteristics of the new leaders
 - c. distributes information that describes the vacancies and solicit applications
 - d. prepares application and reference forms received, process, maintain and dispose of applications, reference forms and supplemental materials
 - e. recruits from among viable sources candidates that fit the qualities and characteristics
 - f. conducts the initial screening of candidates
 - h. prepares a report for the Board/Administration
 - i. assists in structuring Board/Administration, staff, and community interviews of the final candidates

- j. schedules interviews with final candidates
 - k. notifies applicants not selected for the position
2. The Board/Administration retains the final right and responsibility for selection of its next administrators, for establishing the salary, benefits, and other terms to be included in the administrator's contracts of employment with its selected candidates, and for setting the parameters of the search process upon the advice of and recommendations of Consultants.
 3. The Consultants commit to use its best professional efforts to complete, in a timely fashion, its duties and responsibilities under this agreement.
 4. In return for the services to be rendered by the Consultants under this agreement, the Board/Administration agrees to pay the Consultants the sum of:
 - \$7,500 for each search (normally \$13,900 each) (Total \$15,000) as the consultant fee plus necessary expenses in full as follows:
 - \$7,500 upon the signing of this contract and
 - \$7,500 plus expenses upon delivery of the list of final candidates
 - Expenses not included in the basic consultant fee are:
 - a. the cost of advertising
 - b. reimbursement of travel expenses for consultants and candidates
 - c. the cost of printing
 5. Services and information provided to the Board/Administration by the Consultants shall not constitute the rendering of legal advice to the Board/Administration.
 6. If no candidate presented for consideration is satisfactory in the Board/Administration's judgment, or if one who offered the position declines to accept the Board/Administration's offer of employment and the other candidates presented are unsatisfactory in the Board/Administration's judgment, the Consultants will assist the Board/Administration in identifying and attracting additional candidates at no additional cost, except for expenses.

Paul E. Pendleton

Finding Leaders