

AGREEMENT AND STATEMENT OF WORK

By and Between

**SCHOOL LEADERSHIP, LLC
(Tax ID No. 59-3770564)**

And

**THE BOARD OF EDUCATION
Of the
RYE NECK UFSD**

And

**THE MONROE ONE BOARD OF COOPERATIVE EDUCATIONAL SERVICES
(BOCES)**

The Board of Education of the UFSD (hereinafter "RYE NECK UFSD") and the Monroe One Board of Cooperative Educational Services (hereinafter "BOCES") hereby engage the services of SCHOOL LEADERSHIP, LLC, 82 Linden Street, Malverne, New York 11565 (hereinafter "SCHOOL LEADERSHIP") and SCHOOL LEADERSHIP accepts such engagement to conduct a full and comprehensive search for a new Superintendent of Schools for the RYE NECK UFSD as outlined in SCHOOL LEADERSHIP'S proposal dated December 12, 2024, a copy of which is attached hereto and made a part of this Agreement by reference. SCHOOL LEADERSHIP further agrees that the Consultants for this search will be Susan Elion Wollin and Dr. Kenneth Mitchell, with President Or. Charles Fowler providing office support and assistance.

For all professional services rendered by SCHOOL LEADERSHIP in said search, provided in accordance with the December 12, 2024 SCHOOL LEADERSHIP proposal, the RYE NECK UFSD and the BOCES agree to pay SCHOOL LEADERSHIP the sum of \$23,500 to be paid according to the following schedule:

\$3,500	Paid upon execution of this Agreement, billed by SCHOOL LEADERSHIP LLC to RYE NECK UFSD
\$15,000	Paid upon delivery of the Specification Development Report, billed by SCHOOL LEADERSHIP LLC to the BOCES
\$5,000	Paid upon delivery of a slate of semi-finalist candidates and upon Completion of SCHOOL LEADERSHIP'S responsibilities under this Agreement, billed by SCHOOL LEADERSHIP LLC to RYE NECK UFSD

The planning aspect of the search leading to the adoption of the specifications for the vacancy will be administered by the BOCES Strategic Planning Cooperative-Service Agreement. It has been determined that 64% of the described consultant services (\$15,000) are planning in nature and qualify as strategic planning initiatives and will be aided accordingly. Sample specific activities include: 1) preparation for and participation in an initial search planning meeting with the Board, and planning follow-up meetings, as needed, throughout the process; 2) preparation for, participation in, and follow-up summarization of all specification development activities which include: the scheduling of and participation in stakeholder groups and open community meetings for staff and community input on the specifications; the design, implementation and analysis of an online survey for staff and community input on the specifications; the preparation and delivery of the Specification Development Report for the Board; and meeting with the Board for review and specification approval; and 3) the preparation for and participation in a planning workshop with the Board to assist in developing interview protocols, including questions, and to prepare the Board to further vet semi-finalist and finalist candidates through the interview and selection phases of the process.

In addition to the professional fees for services referenced above, the RYE NECK UFSD agrees to reimburse SCHOOL LEADERSHIP for necessary and reasonable expenses incurred during the search process. Such expenses normally include, but are not limited to, photocopying and related material development expenses and necessary travel expenses, but in no case will be greater than \$2,000. Other out-of-pocket expenses such as advertising; the preparation, printing and mailing of a recruitment letter, and individual candidate expenses will be billed directly to RYE NECK UFSD by the provider of these services, but only upon the explicit prior authorization of the RYE NECK UFSD.

In the event the slate of semi-finalists referred to above fails to result in the selection of one of the candidates as Superintendent, the RYE NECK UFSD may request the submission of a second slate of semi-finalists. These semi-finalists will be selected by SCHOOL LEADERSHIP from the results of the initial search effort. Should the RYE NECK UFSD elect to have SCHOOL LEADERSHIP conduct a completely new search, the parties shall meet to discuss options for a new search and SCHOOL LEADERSHIP shall undertake such new search until an acceptable candidate for appointment is identified at no further cost to RYE NECK UFSD, with the exception of SCHOOL LEADERSHIP'S advertising expenses authorized by RYE NECK UFSD.

If the candidate appointed by RYE NECK UFSD is a candidate recommended by the Consultant and either the Board of Education or the new Superintendent of Schools determines that the appointment was not appropriate for the school district and/or the Superintendent of Schools within one (1) year of the Superintendent of Schools commencing employment with the school district, SCHOOL LEADERSHIP will commence a new search to replace the Superintendent of Schools at no cost to RYE NECK UFSD except for search expenses approved by RYE NECK UFSD. This obligation of the Consultant shall only apply if the majority of Board members of RYE NECK UFSD who initially approved the Superintendent's appointment have remained on the Board, and the Superintendent's resignation was not based on matters of unanticipated urgent personal or family health.



**Board of Education
RYE NECK UFSD**

By: _____
President

Date: _____

Monroe ONE Board of Cooperative Educational Services

By: _____
Assistant Superintendent for Finance & Operations

Date: _____

School Leadership, LLC

By: Chara D'Fowler
President

Date: 1/6/2025