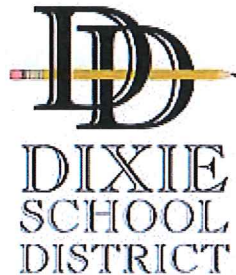


SUPERINTENDENT SEARCH FOR THE



GOVERNING BOARD

Brad Honsberger, President

Marnie Glickman, Vice President

Jennifer Taekman, Clerk

Alissa Chacko

Mark Schott

February 28, 2017

CONFIDENTIALITY, INCLUSIVENESS, TRANSPARENCY



PRESENTED BY: THE COSCA GROUP

4751 MANGELS BLVD

FAIRFIELD, CA 94534

707-646-2846

tcgcorp@sbcglobal.net

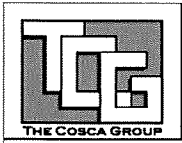
WWW.THECOSCAGROUP.COM



TCG Leadership Development Corporation

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TCG Leadership Development Corporation

February 28, 2017

Dixie School District
Mr. Brad Honsberger, Board of Education, President
380 Nova Albion Way
San Rafael, CA 04903

Dear Mr. Honsberger and Members of the Board of Education:

Thank you for the opportunity to be considered as the firm to assist in the selection of your new Superintendent. As you are keenly aware, the selection of a Superintendent to lead your District is one of the most significant actions that you will take as a Board of Education. The Cosca Group is ready and eager to work with you in this important endeavor.

The Cosca Group represents twenty-eight principal members, one distinguished emeritus member, and six associate members reflecting a diversity of major educational leaders with experience in a range of districts from 1,500 to 57,000 California students. We believe that we are the only firm whose members provide such an extensive statewide and national recruitment base, a vital element of any successful search process. Because of this extensive network of colleagues, our Superintendent searches attract a great number of qualified applicants within the State and on the national level. Collectively, our individual members have engaged in over one hundred searches throughout California. We are proud of the fact that the Cosca Group has been successful in making lasting matching relationships between superintendents and districts in the Superintendent searches that we have conducted.

Dr. Steve Goldstone and Dr. Frank Cosca will be the search consultants, if the Board selects the Cosca Group. As indicated in the attached information about them, you will notice that they have extensive experience with Boards as Superintendents, consultants working with Boards, and leaders of administrative organizations. Because of this experience, they are regarded as experts in the areas of Board/Superintendent relations and school district governance. It would be an honor to work with your district in finding the candidates who will continue to meet the district's philosophy that all students should have equal access to a quality education and to foster continuous improvement for all students.

A major aspect of our process includes the involvement of the various district stakeholders in determining the unique needs of the District. This outreach effort, in past searches, has been inclusive and truly representative of the unique nature of each community and is intended to build support for the Board, District, and new Superintendent. Based on that determination, The Cosca Group, because of its wide variety of expertise in all phases of school district leadership, will work with the Governing Board in the selection of a new Superintendent and in developing effective supportive working relationships designed to best meet the needs of students, employees and the community.

The Cosca Group believes that the selection of the new Superintendent is the most critical decision you will make. Selecting the right firm to assist you in the decision is the all important first step. What are the critical elements you should consider in selecting the firm:

- Longevity of TCG placed Superintendents
- Our fee is all inclusive
- Board members can count on strong TCG communications throughout the process
- A wide breadth of qualified candidates results from TCG's extensive network of partners
- TCG supports the new Superintendent for one year of mentoring at no extra cost
- TCG guarantees the new Superintendent selection for the first year. A new search would be conducted for expenses only

We look forward to the opportunity to present our proposal to you and your Board and then working with you in this most important endeavor. If you have any questions, please contact Dr. Goldstone at (707) 373-3786 or Dr. Cosca at (714) 313-2717. Thank you for your consideration.

Sincerely,



Frank A. Cosca, Jr., Ed.D.
President
The Cosca Group



Steve Goldstone, Ed.D.
Chairman of the Board
The Cosca Group

Overview of Proposed Search and Selection Process for Superintendent

The following "tentative" process will be modified as a result of discussion with and preferences of the Governing Board:

Preliminary Phase:

- ❖ Meet with the Board to adjust/modify/approve the Search and Selection Process and the accompanying proposed timeline.

Phase I:

- ❖ Meet with the Board and identify the District's strengths and needs/critical issues. Based on those strengths and needs/critical issues, identify the characteristics desired in the new Superintendent. The Board will also identify groups and individuals representing community members, students, parents, teachers, classified employees, administrators, etc. to provide input to TCG. Discuss custom strategies to engage all representative communities within the District, including non-English-proficient constituents in the process.
- ❖ Meet with the identified groups and individuals and receive input (English and Spanish) regarding the District's strengths and needs/critical issues. Based on that information, input will be received regarding the characteristics desired in the new Superintendent.
- ❖ Meet with the Board to examine the information obtained from group and individual meetings. The Board will reexamine and prioritize its own lists of strengths, needs/critical issues, and characteristics. Using the data, TCG will create a profile and criteria and submit an electronic brochure to the Board.
- ❖ Advertise in publications such as the EdCal newspaper, CASBO, national publications and other publications of the Board's preference. TCG will disseminate recruitment materials and vacancy announcements, and correspond with experts in the field for nominations of potential candidates. All thirty-five TCG principal and associate members will actively recruit candidates who best characterize the ideal candidates for the District.
- ❖ Provide a status report to the Board.

Phase II:

- ❖ Maintain all applicant files and communicate with applicants regarding the status of their files.
- ❖ Continue to proactively identify and recruit outstanding candidates who have not applied.
- ❖ Screen all materials from all applicants. Extensive reference checks will be conducted through a process of telephone conversations, appraisal of materials, and preliminary references.
- ❖ Create a panel of experts in school district administration to screen and identify the most qualified applicants. Material will be developed which will describe and assess the finalists.

- ❖ TCG will provide a status report to the Board that will include a summary of qualifications of each of the candidates, and those recommended for interview. The Board will approve candidates selected for interviews.

Phase III:

- ❖ Schedule interviews, to be conducted in closed session, with the agreed upon finalists and the Governing Board.
- ❖ Schedule and assist with a second set of interviews of the top candidate(s).
- ❖ A closed session with the Governing Board will be scheduled and TCG will assist, if requested, in the identification and confirmation of the finalist.

Phase IV:

- ❖ A site visitation to the district of the top candidate will be arranged and conducted if requested.
- ❖ In closed session, coordinate the actual selection of the successful candidate by the Governing Board.
- ❖ Assist the Board, as directed, to negotiate an employment contract based upon a current compensation study.
- ❖ If so desired, assist the Board in announcing the new Superintendent of Schools for the District.

Phase V:

During the following twelve months, TCG will:

- ❖ Provide ongoing, on-call, mentoring for twelve months from both retired and active Superintendents to the newly selected Superintendent.

Phase VI: (Optional)

- ❖ For an additional fee, The Cosca Group will be available to the Board and Superintendent for additional consultation service that could include goal setting, evaluations, Board-Superintendent relations, role and functions of the Superintendent and the Board, etc.

TENTATIVE TIMELINE FOR RECRUITMENT AND SELECTION PROCESS

ACTIVITY	DESCRIPTION	TIME TO COMPLETE	ESTIMATED DATES
Phase I—Pre Recruitment	<ul style="list-style-type: none"> Meet with Board to review, modify and approve recruitment/ selection process and to have Board members individually identify District strengths, issues and desired characteristics of Superintendent 	One week	TBD
Phase I—Pre Recruitment (cont.)	<ul style="list-style-type: none"> TCG meets with employee and stakeholder groups identified by the Board to identify district strengths, issues and desired characteristics of Superintendent. A written report of these meetings will be presented to the Board 	Two weeks plus, if necessary	TBD
Phase I—Pre Recruitment (cont.)	<ul style="list-style-type: none"> TCG prepares draft electronic brochure that includes a District profile, District strengths, issues and desired characteristics of Superintendent and application information and deadlines 	One week	TBD
Phase I—Pre Recruitment (cont.)	<ul style="list-style-type: none"> TCG presents draft electronic brochure at Special Board meeting to the Board members 	TBD	TBD
Phase I—Pre Recruitment (cont.)	<ul style="list-style-type: none"> Board receives an electronic brochure and application deadline at regular Board meeting 	TBD	TBD
Phase II—Recruitment by TCG	<ul style="list-style-type: none"> Electronic brochure distributed to California school districts, potential candidates, and to national organizations Ads placed in EdCal, CASBO, national publications, etc. TCG members actively recruit candidates Continual status reports to Board 	Six plus weeks	TBD

ACTIVITY	DESCRIPTION	TIME TO COMPLETE	ESTIMATED DATES
Phase III—Selection of Applicants for Interviews	<ul style="list-style-type: none"> • TCG screens all applicants • Initial reference checks conducted by TCG • Panel convened to identify most qualified candidates • Thorough reference checks completed on most qualified candidates • TCG prepares summary of qualifications, background material, etc. for Board review • Board identifies candidates for interviews 	Two weeks	TBD
Phase III—Selection of Applicants for Interviews (cont.)	<ul style="list-style-type: none"> • Board reviews all application materials and background information of applicants and our recommendations for interviews the Board selects candidates for interviews at Special Board meeting • TCG completes Compensation study of districts selected by the Board 	TBD	TBD
Phase IV—The Interview Process	<ul style="list-style-type: none"> • Interview dates and process selected by Board • TCG contacts and schedules interviews of Board selected candidates • TCG develops preliminary list of questions for Board review and approval 	TBD	TBD

ACTIVITY	DESCRIPTION	TIME TO COMPLETE	ESTIMATED DATES
Phase IV—The Interview Process (cont.)	<ul style="list-style-type: none"> • Board conducts initial interview of selected candidates in Closed Session • Board selects candidates for final interview 	TBD	TBD
Phase V—Appointment of the Superintendent (cont.)	<ul style="list-style-type: none"> • Board approves District Superintendent employment agreement at regular Board meeting • TCG assists with contract development with Board, candidate, and districts legal counsel 	TBD	TBD
Phase VI—Post Appointment Services from TCG	<ul style="list-style-type: none"> • On-going mentoring for 12 months for new Superintendent, as requested 	12 months	TBD

COST ANALYSIS

Dixie School District

Superintendent Search 2017

TOTAL FEE OF \$21,624.00 IS ALL INCLUSIVE AND INCLUDES ALL THE FOLLOWING::

- All expenses of the consultants
- All meetings with community at all input sessions
- Provide Board with written report of all input sessions
- All meetings with the Board
- All clerical expenses
- Development of Electronic Brochure for the position
- All advertising in state and national sources
- Background checks of all final candidates
- Scheduling of all interviews, notifications to all candidates, and assistance with the community visit of the successful candidate
- Preparation of a list of interview questions for the Board to review and decide what questions you want to use
- Provide the Board with guidance throughout the process
- Provide for one year of mentoring for the new Superintendent
- Transitional meeting with Board and the new Superintendent

THE COSCA GROUP PROFILE

WHO WE ARE

The Cosca Group was founded in 2000 and has been involved in over 100 plus searches. We are composed of 28 partners, two emeritus and six associates who are located throughout key areas of the north, south and central areas of the state. While our focus is on Superintendents searches we have been involved in other cabinet and site level leadership searches.

Who is The Cosca Group:

- Our partners successfully led geographically and culturally diverse school systems across California including small, suburban and urban school districts.
- All of our partners and associates have strong networks both within the state and on the national level
- Many of our partners are bi-lingual in Spanish
- Our partners and associates have held leadership roles in Association of California School Administrators (President and Executive Director), California School Boards Association, American Association of School Administrators, California Association of School Business Officials and California Coalition for Adequate School Housing, California Small Schools Association, California Association of Latino Superintendents, National Association of School Superintendents and California Association of Bilingual Educators.
- Many of our partners and associates teach or have taught graduate courses in Educational Leadership, School Finance and other specialties within the field of school Administration.
- Three of our partners have been California Superintendents of the Year and moved on for national recognition
- Many of our partners and associates have received awards from educational and civic organizations, one of our partners was recognized by ACSA with the prestigious "Marcus Foster Award".
- Due to our strong performance, Boards have selected The Cosca Group for subsequent searches.
- Partners have held leadership positions in the Western Association of Schools and Colleges and chaired visitations in California, Hawaii, Pacific Islands and Asia.

COPY OF CONTRACT

Dixie School District
And
The Cosca Group

AGREEMENT

THIS AGREEMENT made and entered into this day of , by Dixie School District, a political subdivision of the State of California (hereinafter "DISTRICT") and The Cosca Group, (hereinafter, "CONSULTANT").

I.

The DISTRICT desires to retain a CONSULTANT to perform special services for the search and recruitment of the Superintendent.

II.

CONSULTANT is specially trained, experienced and competent to perform such special services and render such advice.

III.

1. CONSULTANT, upon notice to proceed from the DISTRICT, shall provide to the DISTRICT such special services and advice more particularly set forth in the Proposal, pages 3-8 hereto, which is incorporated by reference herein. CONSULTANT and DISTRICT both agree to be bound by all of the terms and conditions set forth in said Exhibit "A".
2. In consideration of the foregoing, DISTRICT shall pay CONSULTANT A FEE NOT TO EXCEED \$21,624. CONSULTANT shall invoice DISTRICT in three installments as follows:
 - (1) \$7,208.00 at the time of the development and presentation of the profile.
 - (2) \$7,208.00 at the presentation of a slate of final candidates.
 - (3) \$7,208.00 at the appointment of the new Superintendent.

Terms of payment shall be net 45 days.

3. CONSULTANT shall well and faithfully perform each and all of the obligations set forth in the Agreement. CONSULTANT shall at all times be deemed an independent contractor, and neither the CONSULTANT nor any of its employees shall be considered employees of the DISTRICT for any purpose.
4. At all times, CONSULTANT shall work in cooperation with, and pursuant to the direction of the Superintendent of the DISTRICT, or the Superintendent's designee.
5. The DISTRICT shall have the right to terminate this Agreement at any time upon fifteen (15) calendar days' prior written notice. Should the Agreement be terminated, the DISTRICT shall be responsible for payment related to all services provided by the CONSULTANT up to the point of termination.

WHEREFORE, the parties have executed this Agreement on the date first above written:

FOR: Dixie School District

Dated: By: _____
Signature

Name

Title

FOR: THE COSCA GROUP

Dated: By: _____
Frank A. Cosca
President

Dated: By: _____
Steve Goldstone
Chairman of the Board

P.O. Box 2162
Oroville, CA 95965
Phone: 530-990-8658

Federal I.D. Number: 33-0972414

SEARCH CONSULTANT BIOGRAPHIES

Steve Goldstone, Ed.D.

Dr. Goldstone has served for over twenty three years as Superintendent of both urban and suburban unified school districts throughout California. Prior to serving as Superintendent, Dr. Goldstone was an assistant Superintendent, principal, counselor and teacher.

Dr. Goldstone served as the Founding Dean of Touro University's College of Education. He has been an Associate Professor at the University of Southern California, the University of La Verne, and California State University Hayward. In addition, he is a School Support Team Leader for the Nevada Department of Education. He has also served as an interim Superintendent for the Berkeley Unified School District and the Fairfield-Suisun Unified School District.

Dr. Goldstone earned his doctorate from the University of Southern California and an MA in administration and a BA in history from California State University Northridge.

Dr. Goldstone is the Chairman of the Board of the Cosca Group. He has served as the lead consultant in a number of the firm's Superintendent searches.

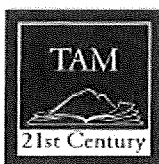
Frank Cosca, Ed.D.

Dr. Cosca was an elementary teacher, and an assistant principal in Santa Ana. He was then an elementary and junior high principal in Fullerton. Dr. Cosca went on to become the Superintendent of the Eastside School District in Lancaster for three years, Central School District in Rancho Cucamonga for six years and finally the Superintendent of Ontario Montclair School District in Ontario for the remaining eleven years of his career.

Dr. Cosca has led or been part of searches for more than twenty years. However, since retirement in 2000, he has been the President of The Cosca Group (TCG) and involved himself in all searches TCG has conducted.

Dr. Cosca has served as an advisor to ACSA, CSBA, the State Secretary of Education and the State Superintendent of Schools.

REFERENCES



TAMALPAIS UNION HIGH SCHOOL DISTRICT

P.O. Box 605 - Larkspur, CA 94977 - (415) 945-1000 - Fax (415) 945-1026 - www.tamdistrict.org

Redwood, San Andreas, Sir Francis Drake, Tamalpais and Tamiscal High Schools

December 2, 2015

Dr. Steve Goldstone
4751 Mangels Boulevard
Fairfield, CA 94534

To Whom It May Concern,

On behalf of the Tamalpais Union High School District, based on our recent Superintendent search, I am pleased to recommend Dr. Steve Goldstone and Dr. Frank Cosca, of The Cosca Group. As Board President, I worked closely with them throughout a four-month process and feel they went above-and-beyond in their efforts to find a Superintendent that would be a good match for our district.

Our district was experiencing a degree of volatility at the time and the Board was looking for a search firm who would bring a high degree of transparency to the search process. We had a community who wanted to be genuinely included in the process as much as possible. The Cosca Group was very successful in bringing the voice of our staff, parents and students into this very important decision making process as well as creating an atmosphere of openness which was appreciated by all of our stakeholders.

In addition to collecting 212 online surveys, Dr. Goldstone and Dr. Cosca held over 47 stakeholder group meetings and forums throughout our district over a two-week time period and spoke directly to over 325 individuals. They collated all of the information and guided us through a process that helped our Board create a "hiring profile" which then set the criteria by which all of the candidates were evaluated.

As Board President I appreciated their constant updates, good communication skills, and willingness to share their in-depth experiences with school leadership as they conducted a very thorough search. They understood the needs of the Board as well as the community and made sure that we found the right fit for our district.

This is one of the most important decisions that we as elected officials will ever make on behalf of our district. It was a pleasure to work with this passionate team of professionals and to be confident that they were looking out for the well being of the District and the Board at every step.

If you have any question, please feel free to contact me.

Sincerely,

A handwritten signature in black ink that reads "Cindy McCauley".

Cindy McCauley
Board President
415-531-5731 (personal cell phone)



Millbrae School District

555 Richmond Drive, Millbrae, CA 94030

650-697-5693 • 650-697-6865 (fax) • <http://www.millbraeschooldistrict.org>

VAHN PHAYPRASERT
Superintendent

MICHELLE HENSON
Chief Business Officer

CLAIRE BELTRAMI
Assistant Superintendent of Educational Serv.

ANITA ALLARDICE
Director of Special Education

February 1, 2016

The Cosca Group
4751 Mangels Boulevard
Fairfield, CA 94534

To Whom It May Concern:

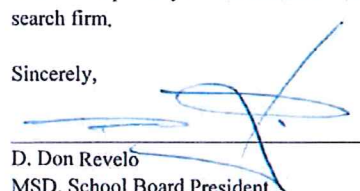
On behalf of the Millbrae Elementary School District Board of Trustees, it is my pleasure to write a letter of recommendation for the services of The Cosca Group, particularly Drs. Don Remley and Steven Goldstone.

The Cosca Group was very professional throughout the entire process. From the onset, the process was thorough, professional, and extremely efficient. The process entailed time to get to know our District, our staff, and our community, so that we could effectively find a leader that would fit our particular needs.

The Board is excited to have worked with the Cosca Group that allowed us to find the right candidate for the Millbrae School District. As you know, our new superintendent recently signed a three-year contract effective July 8, 2015.

Without reservation, the Board recommends Drs. Don Remley and Steven Goldstone with the Cosca Group to any school district seeking a competent and highly professional superintendent search firm.

Sincerely,


D. Don Revelo
MSD, School Board President

BOARD OF TRUSTEES

FRANK BARBARO DENIS FAMA LYNNE FERRARIO MAGGIE MUSA D. DON REVELO

An Equal Opportunity Employer



San Lorenzo Unified School District

BOARD OF EDUCATION
Norman D. Fobert, President
Dr. Helen K. Foster, Vice President/Clerk
Penny Peck
Isabel Polvorosa
Helen T. Randall

SUPERINTENDENT
Dr. Fred Brill

ASSISTANT SUPERINTENDENT
Lowell Shira, Ph.D., Business Services
Michael Martinez, Human Resources

October 8, 2013

Steve Goldstone, Ed.D.
The Cosca Group
6404751 Mangels Boulevard
Fairfield, CA 94534

Dear Steve,

On behalf of the Board of Education and the San Lorenzo Unified School District, I am taking this opportunity to thank you and David Brown for the efforts and services you provided in our recruiting and hiring a new Superintendent. The time-line was condensed due to the timing of our previous superintendent's announcement of his retirement. The assurances of Dr. Cosca and his assignment of the two of you to our search assured the board that it could be successfully accomplished.

The Cosca Group provided the last search for this district five years ago and this is my fourth experience being involved in a search for a new superintendent. At least three board current members experienced working with Cosca Group, and used your service to us as a benchmark by which to measure the proposals we reviewed in determining which consultant might provide these services this time. You provided the most flexible, cost effective and comprehensive approach to guiding the Board of Education through this process of due diligence. We, and our community, were again pleased with the flexibility and professional manner in which you conducted the stakeholder input sessions. Employees, community members, the various organizations and the board all felt they were given an opportunity to provide input. You were particularly adept at explaining and focusing attention on the positive selection criteria and process. While you provided recommendations, we feel as though you honored our process and decision-making model.

We thank you for your attentions to detail, your open and useful advice, your patience in answering questions and offering recommendations, and finally for your ability to work with us and our chosen candidate in negotiating a fair and equitable employment agreement. We are very pleased with the level of comfort we felt working with you and David Brown, and with the professional services you provided us in this important, difficult and timely undertaking.

Sincerely,

Norman D. Fobert
Board, President



March 10, 2014

To Whom It May Concern:

The South Pasadena Unified School District's Board of Education has twice engaged The Cosca Group in the hiring process of a superintendent. The first time was four and a half years ago and the second time is reaching completion with our new superintendent commencing his duties in two weeks time. As Board President on both occasions I have been extremely pleased with both searches for a variety of reasons. Most importantly in both cases we have been immensely pleased with our final choice of superintendent. Four years ago we chose Mr. Joel Shapiro, formerly of Glendale USD and Burbank USD. He has demonstrated over the past four and a half years the precise leadership skills our District and community needed. Unfortunately Joel has had some health problems and needed to retire earlier than anticipated, necessitating another search. Although our upcoming Superintendent, Dr. Geoff Yantz, has not officially begun his time with us, the entire Board could not be more excited and pleased with our choice.

There was no question in mind of which search firm to hire for this second round. Previous to these searches we utilized two other prominent search firms which did not result in a positive outcome. We had a limited number of applicants to choose from that were ultimately not successful. The Cosca Group becomes very personally invested in the searches in a way that the other firms did not. In both searches Dr. Frank Cosca and Dr. Steve Goldstone were our consultants. They came to know Board members, our staff and the community and thus our culture, priorities and needs with amazing depth in a short period of time via meetings with all stakeholders. They are passionate about education and the importance of getting the right superintendent/district match for the sake of students and staff.

I certainly hope we will not be doing another search process in the near future, but if and when we do, I would utilize The Cosca Group in the blink of an eye. They have earned my loyalty and trust.

Please feel free to contact me should you have specific questions regarding our experience with The Cosca Group. (626-375-8140, eeilers@fc.spusd.net)

Sincerely,

Elisabeth C. Eilers, MA, MS, MFT

Board President

1020 EL CENTRO STREET • SOUTH PASADENA, CALIFORNIA 91030 • (626) 441-5810, EXT. 1100 • FAX (626) 441-5815
SOUTH PASADENA HIGH SCHOOL • SOUTH PASADENA MIDDLE SCHOOL • ARROYO VISTA ELEMENTARY SCHOOL
WARENGO ELEMENTARY SCHOOL • MONTEREY HILLS ELEMENTARY SCHOOL



Dr. Barbara Flores
Mr. Michael J. Gallo
Mrs. Margaret Hill
Mrs. Judi Penman
Mrs. Bobbie Perong
Mrs. Lynda K. Savage
Mr. Danny Tillman

July 2, 2013

Dr. Frank Cosca, President
The Cosca Group
18751 Villa Woods Circle
Villa Park, CA 92861

Subject: Letter of Support for The Cosca Group

Dear Dr. Cosca:

We are writing to convey our deepest thanks and support for the work performed by The Cosca Group in our District Superintendent search. The San Bernardino City Unified School District Board of Education engaged The Cosca Group on the heels of an unsatisfactory result from a larger and certainly well-qualified firm. From the onset and throughout the entire process, The Cosca Group provided exceptional service, guidance and dedicated support. Feedback obtained from District staff members interfacing with The Cosca Group stated that their professional, kind and extraordinarily respectful attitude and approach to building relationships made it a truly enjoyable experience to work with them.

The Cosca Group's community engagement, solicitation and selection process is well-defined, deliberate, strategic and based upon years of success in obtaining the most qualified leaders to fit within an organizational culture, expressed outcomes and established Board priorities. Their process and team leaders have a unique ability to balance driving the process and providing valuable input with listening and engaging the Board in developing its prioritized selection criterion to reflect organizational and community strategic objectives. They were able to effectively engage each Board member along with District staff and representatives of our broad-based community to coalesce our collective interests, including members of our business, labor, higher education, civic, faith-based, parents and our large sophisticated Spanish speaking community.

The Cosca Group are excellent team players and were the key factor in guiding our successful Superintendent search and contract negotiation activities. The recruitment yielded varied, competitive and exceptionally qualified candidates. The selection process was well-organized,

BOARD OF EDUCATION

777 North F Street • San Bernardino, CA 92410 • (909) 381-1245 • Fax (909) 885-6392

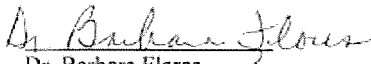
yet flexible to ensure that the Board had a clear understanding of experience, capabilities and leadership qualities for each candidate. The Cosca Group guided the Board in a manner that valued the input of each Board member and amicably resolved any differences. Following selection of a successful candidate, The Cosca Group was able to effectively bring an understanding of competitive and comparable compensation issues and successfully negotiate, at the Board's direction, mutually satisfactory terms with the selected candidate.

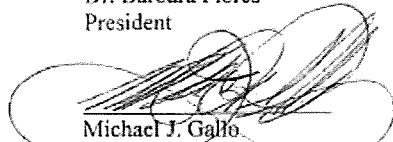
We are extremely pleased with our selection and were able to immediately begin the implementation of our collective interests and shared vision in revitalizing our organizational culture, strengthening our foundation of trust, respect and excellence and maximizing student achievement and success.


It is with confidence, and through a truly enjoyable experience, that we offer our enthusiastic endorsement of The Cosca Group in supporting your organizational leadership search efforts. Should you have any questions please feel free to contact Dr. Barbara Flores, Board President, or Michael Gallo, Board Vice President anytime at (909) 381-1245.

Best Regards,


**San Bernardino City Unified School District
Board of Education**



Dr. Barbara Flores
President

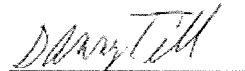

Michael J. Gallo
Vice President


Dr. Margaret Hill
Board Member


Judi Penman
Board Member


Bobbie Perong
Board Member


Lynda Savage
Board Member


Danny Tillman
Board Member

PARTIAL LIST OF CLIENTS

Baldy View Regional Occupational Program
Chino Valley Unified School District
Delhi Unified School District
El Rancho Unified School District
El Segundo City Police Department
Fillmore Unified School District
Hayward Unified School District
Huntington Beach City School District
King City Unified School District
Livermore Valley Joint Unified School District
Madera Unified School District
Monrovia Unified School District
Moreno Valley Unified School District
Mountain View-Whisman School District
Novato Unified School District
Orange Unified School District
Paradise Unified School District
Rialto Unified School District
Saint Helena Unified School District
San Gabriel Unified School District (2)
Santee School District
South Pasadena Unified School District
Sulphur Springs School District
Tamalpais Union High School District
Vista Unified School District
Washington Union School District
Windsor Unified School District
Woodland Joint Unified School District (2)

Bonita Unified School District (2)
Culver City Unified School District
Desert Sands Unified School District
El Segundo Chamber of Commerce
Escondido Union School District
Fontana Unified School District
Hermosa Beach City School District
Keppel Union School District
Laguna Beach Unified School District
Lytle Creek Development Partners
Millbrae School District
Monterey-Peninsula Unified School District
Morgan Hill Unified School District
National City School District
Ocean View School District
Palos Verdes Peninsula Unified School District
Redondo Beach Unified School District
Rocklin Unified School District
San Bernardino Unified School District
San Lorenzo Unified School District (2)
Silver Valley Unified School District
Sweetwater Union High School District
Tahoe Truckee Unified School District
University of Southern California
Washington Unified School District (2)
Waugh School District
Wiseburn School District
Yosemite Unified School District