



San Joaquin County Office of Education
Mick Founts, Superintendent of Schools

PROPOSAL

**SAN JOAQUIN COUNTY OFFICE OF EDUCATION
And
LINDEN UNIFIED SCHOOL DISTRICT**

Selecting a superintendent is one of the most important and significant decisions a board can make. It is a decision that will have a huge impact on the future leadership of the district. This decision demands careful attention, time, and the commitment to find the candidate who is not only professionally qualified, but also a leader who will match the beliefs, vision, and values of the school district and community.

The San Joaquin County Office of Education, hereinafter referred to as "SJCOE", is submitting this proposal to help guide the process of selecting the next superintendent for the Linden Unified School District, hereinafter referred to as "LUSD".

SJCOE has assisted the Escalon Unified School District, New Jerusalem Elementary School District, Amador Unified and County Office of Education, and Stockton Unified School District in the recruitment and selection of their Superintendents. Besides being the lead for these districts, SJCOE has been a consultant on numerous other superintendent searches.

Services to be provided by SJCOE:

1. Help the Board with the complexities of search process, emphasizing applicants from California
2. Create a position profile – (professional skills and abilities, personal characteristics, experiences and qualifications)
3. Recruit qualified applicants
 - a. Develop and distribute recruitment brochure
 - b. Send out advertisements in the state and nation
4. Provide the Board with the opportunity to review all applications
5. Maintain confidentiality and communication with the Board throughout the entire process

Why choose SJCOE?

- We have a vested interest in the success of your new Superintendent
- We are local and understand your concerns
- We have a built trust with your community for many years
- We have a proven track record of success
- We do not have a stable of applicants

Proposed Timeline (can be adjusted based on Board input)

August 28 or September 5, 2013 (Special Board Meeting) ?

Jamie Mousalimas to meet with the Board regarding job announcement.

September 16, 2013 ? ACSA EdCal Does not publish September 9th

Release the job announcement and place ads in ACSA's EdCal and other professional recruiting journals (as necessary). SJCOE staff will respond to inquiries from interested applicants regarding the position and district information.

October 4, 2013 ?

Deadline to receive applications for the position.

October 16, 2013 (Scheduled Board Meeting)

Meet with the Board and provide a report to include information about the number of candidates that applied, where they are from, their current jobs etc.

Key Personnel

Jamie Mousalimas, Deputy Superintendent of SJCOE. Mr. Mousalimas comes with years of experience in education, brings outstanding organizational skills, and is well respected within the educational community.

Karen DePrater, is currently the Director of the Human Resources Department at SJCOE. In this capacity she is in charge of recruiting qualified staff, interviewing, and conducting background checks. Karen has over 25 years of HR experience.

Budget

3 - 5 days of service

This includes putting together the job announcement, advertising, and compiling a report on the applicants.

Recruitment price: \$3,000

2 - 3 days of service

Background check: \$2,000

Total Price: \$5,000