



Board of Education Report

File #: Rep-062-15/16, **Version:** 1

Selection of Executive Search Firm

Action Proposed:

Staff proposes that the Board of Education authorize staff to negotiate and enter into a professional service agreement or agreements to provide executive search services with one or more of the following firms whom have met the responsiveness requirements of informal Request for Proposal No. 2000000271:

Hamilton, Rabinovitz & Associates
Hazard, Young & Attea
Leadership Associates
McPherson & Jacobson
Ray & Associates

For a maximum amount of \$250,000 including any amendments or expenses related to the original agreements.

Background:

The Procurement Services Division (PSD) at the request of the District's Contract Sponsor has initiated an informal Request for Proposals (IRFP) process leading to award of a contract(s) for a search firm to conduct a formal search for the new Los Angeles Unified School District Superintendent of Schools. As such, under the Cone of Silence, the PSD has collaborated with the contract sponsor to develop the scope of work, evaluation criteria, developed the IRFP, advertised the solicitation event and has developed a proposer list for this solicitation. An IRFP list of 21 K-12 Superintendent search firms was identified from lists obtained from the Council of Great City Schools and the New York State School Boards Association. The California State School Boards Association has a single search firm, McPherson & Jacobson, recommended on their website, which was also found on the New York State School Boards Association. The IRFP was advertised twice in the Los Angeles Daily Journal, on 8/4/2015 and 8/10/2015, respectively.

The following 5 firms submitted proposals on or before the IRFP closing date of August 19, 2015 at 4:00pm as required:

Hamilton Rabinovitz and Associates, Carmel, California
Hazard, Young, Attea & Associates (part of ECRA Group, Inc.), Des Plaines, Illinois
Leadership Associates, Los Angeles, California
McPherson & Jacobson, L.L.C., Omaha, Nebraska
Ray and Associates, Inc., Cedar Rapids, Iowa

Procurement Services Division has completed the review of the 5 submitted proposals and has determined that all 5 submitted proposals are eligible to be considered for contract award because they are responsive to the basic submittal requirements of the IRFP. Additionally, Procurement has performed due diligence using Lexis-Nexis and Dun & Bradstreet resources. No debarment, bankruptcy, high financial risk, or fraud allegations

have been found.

Expected Outcomes:

That the Board of Education will:

1. Review, evaluate and determine which of the 5 proposer(s) will provide the “best value” to the District in the executive search for the Superintendent of Schools considering all evaluation factors contained in the original solicitation document.
2. Authorize District staff to negotiate and enter into final contract negotiations with the firm(s) rated the “best value” by the Board of Education.

Board Options and Consequences:

The Board can approve all actions presented, or postpone selected actions pending receipt of additional information.

Policy Implications:

This action does not change District policy and conforms to applicable California Education and Government Code 53060.

Budget Impact:

The contract actions presented are within the budget authority previously approved by the Board.

Issues and Analysis:

There are no policy implications on the actions presented and any subsequent agreements resulting from this Board action will be reviewed and approved as to form by the Business and Government Services Team, Office of the General Counsel.