



Duval County Public Schools

May 2, 2012 - Board Workshop

Ms. Betty Burney, Chairman
Mr. Fred "Fel" Lee, Vice-Chairman
Ms. Martha Barrett
Ms. Ms. Becki Couch
Mr. W. C. Gentry
Ms. Mr. Tommy Hazouri
Mr. Ms. Paula D. Wright
Mr. Ed Pratt-Dannals, Superintendent

ATTENDANCE AT THIS MEETING OF THE DUVAL COUNTY SCHOOL BOARD: All Board Members were present. Ms. Karen Chastain, Assistant Deputy General Counsel, Office of General Counsel, was also present.

Call Meeting To Order

[CALL MEETING TO ORDER](#)

Minutes:

The Chairman called the meeting to order at 2:00 p.m.

Items To Be Discussed

[1. REVIEW RFP'S FOR SUPERINTENDENT SEARCH FIRM](#)

Minutes:

Mr. Larry Ganger, Supervisor of Purchasing Services, explained the process for the day. The Board will be serving in the capacity of an RFP review committee for the selection of a Superintendent Search firm. Forms will be distributed for each firm and

the committee will rank the firms and return their forms to Mr. Ganger. This will be done for each firm one at a time. The proposals are not public record at this time. They will become public record at the time of posting of an award, or in 30 days, whichever comes first. If the committee decides to have the firms make presentations, then the proposals are not public until that process is complete.

Each member was given the opportunity to make a brief comment and/or observation regarding each of the firms. Comments included the following:

- Board Member Gentry
 - Ray & Associates - we used them before and the results were unsatisfactory
 - Proact - smaller firm and no contact person for Florida; not much information regarding their experience
 - McPherson & Jacobson - clean presentation, services broken down with cost for each area
 - Hazard, Young - well presented; good job of relating actual experience
- Chairman Burney
 - Ray & Associates - Do not want to use same company as before
 - Proact - process clean
 - McPherson & Jacobson - liked the way the proposal was laid out; no recent searches; good process
 - Hazard, Young - well presented; liked their experience
- Board Member Wright
 - Ray & Associates - too short of a presentation
 - Proact - liked their layout
 - McPherson & Jacobson - No comment
 - Hazard, Young - clear presentation; liked their 85% retention rate; large and small district experience; liked their diversity and references
- Board Member Couch
 - Ray & Associates - no comment
 - Proact - from comments heard at recent NSBA conference, their statement that they do not "steal" their candidates from recently placed districts not completely accurate
 - McPherson & Jacobson - easy to read presentation
 - Hazard, Young - liked the two timelines presented; liked that they perform a comprehensive background check
- Vice-Chairman Lee
 - Ray & Associates - costs were clear; worked with Broad and Urban Superintendent Academy is impressive
 - Proact - not clear on their fees; smaller firm
 - McPherson & Jacobson - clean presentation; two thirds of their Superintendents are still in place after 10 years
 - Hazard, Young - thorough presentation; gave us John Fryer; lots of large districts; like their 85% retention rate
- Board Member Barrett
 - Ray & Associates - no comment
 - Proact - Tim Quinn now with this firm
 - McPherson & Jacobson - presentation good

- o Hazard, Young - favorite of the four
- Board Member Hazouri
 - o Ray & Associates - good on paper but not satisfied with previous search
 - o Proact - not impressed with presentation
 - o McPherson & Jacobson - will consider this firm
 - o Hazard, young - will consider this firm

After discussion the committee ranked the firms. The results were as follows:

- Hazard, Young - 613 out of 700
- McPherson & Associates - 600 out of 700
- Ray & Associates - 496 out of 700
- Proact - 316 out of 700

The decision was made to invite the top two firms for interviews.

Speakers:

- Ms. Betty Burney, Board Chairman
- Mr. Larry Ganger, Supervisor of Purchasing Services
- Ms. Karen Chastain, General Counsel
- Mr. W. C. Gentry, Board Member
- Ms. Paula D. Wright, Board Member
- Ms. Becki Couch, Board Member
- Mr. Fred "Fel" Lee, Vice-Chairman
- Ms. Martha Barrett, Board Member

Adjournment

ADJOURNMENT

Minutes:

The Chairman adjourned the meeting at 3:32 p.m.

BSC

We Agree on this

Superintendent

Chairman