



Arizona Office Fountain Hills, AZ 85268	Iowa Office Council Bluffs, IA 51503	Missouri Office St. Louis, MO 63130	South Carolina Office Rock Hill, SC 29732	Texas Office Hutto, TX 78634
--	---	--	--	---------------------------------

December 13, 2023

Olivia F. Amlung, Esq.  
401 West Pike Street  
Covington, KY 41011

Transmitted via: email: [OAmlung@adamsattorneys.com](mailto:OAmlung@adamsattorneys.com)

Dear Ms. Amlung,

This letter is in response to your request earlier this afternoon, regarding a quote for professional executive search services to assist in the search for a Superintendent. We are a regional and national search firm dedicated to meeting the needs of every district seeking excellent leadership. The firm is comprised of a diverse team of 50 plus associates throughout the country; who have extensive experience in the search business. Our regional and national recruiting network allow us to meet any timeline established by our clients and consistently deliver a quality pool of candidates.

We provide experience and expertise of many people who have led medium and large districts in recruiting and presenting candidates who met or exceeded school board expectations. We are familiar with Kentucky, having conducted searches in Kentucky, and across the country; in districts of various sizes and demographics. To become more cost effective, our firm relies on up-to-date technology including video conferencing, candidate video interviews and frequent emails or telephone contacts as necessary, while still providing in-person contacts as requested. Our ability to provide multiple forms of communication with our clients is something that is important to us to make sure our clients are involved and well-informed throughout the process.

We will aggressively recruit excellent candidates who have been thoroughly investigated and determined to be a very good match to the superintendent profile.

Your satisfaction is our goal. To that end, we will work tirelessly to achieve that goal by first finding and recruiting the highest quality candidates for the Board's consideration. After the search, the District can expect exceptional support from our firm and from our partnership with *K12 Insight* which specializes in customer service. This comes in the form of useful data and improved communication with stakeholders and parents.

If you would like to receive a proposal regarding our search services after the board has concluded the discussion of the search process we could forward a proposal upon request. We look forward to further communications.

Sincerely,

*Gary L. Ray*

Gary L. Ray, President  
GR Recruiting

## **EXECUTIVE SUMMARY**

GR Recruiting is a diverse firm with a wealth of experience, and we are fully capable of meeting all the requirements of your district's superintendent search requirements. Owner/founder Gary Ray, has nearly fifty (50) years of extensive experience in educational leadership and recruiting top quality candidates for searches. GR Recruiting's associates' personal careers in school leadership plus their search efforts easily exceed ten (10) years. The firm's key to success is every Associate understands educational leadership and what it takes to match candidates to our client's expectations.

GR Recruiting has always been concerned about the performance of not only the Superintendent once in office, but the actual performance of the District under their leadership. To undertake support and improvement in these areas, our firm has developed a network of resources to assist districts beyond the end of the search. We have established a relationship with *K12 Insight*, a company dedicated to effective communication practices and customer service. Our objective is to provide our clients with the best possible opportunities for improved district management and student achievement.

Our recruitment efforts will be both aggressive and pertinent to the position profile which is created by School Board. We strive to be unsurpassed in pursuing likely candidates who have good jobs, therefore need to be recruited. All applications are screened, and only those who meet the Superintendent's profile will be advanced to candidate status for further intensive background investigations.

Please note, we find people for jobs and not jobs for people. We take the highest care of all applicants to encourage and process their submissions, but it should be noted that we never accept any fees from candidates. Our firm wants our clients to understand that we work for them exclusively, and we will provide highly qualified candidates; all of whom will be quite capable of meeting or exceeding your expectations. No surprises!

---

### **Mission Statement:**

***"Committed to our Clients by recruiting and supporting outstanding educational leaders"***

# QUOTE

## FOR SUPERINTENDENT SEARCH SERVICES

CATEGORY	PRICE
<b>BASE FEE</b>	\$32,000.00
<b>TRAVEL (As Needed)</b> Estimated cost for GR Recruiting Associates to travel for on-site meetings (to be inclusive of all travel, lodging, meals, etc.) <sup>1</sup>	\$10,000.00
<b>ADVERTISING</b> Estimated expense for board approved advertisements <sup>2</sup>	\$2,500.00
<b>TOTAL SEARCH COST</b>	\$44,500.00

**Does not include candidate interview expenses.**

---

<sup>1</sup> The \$10,000.00 travel expense could be reduced if some search meetings were conducted via virtual medium

<sup>2</sup> All Board approved advertising would be billed to the District