
From: William Murry [REDACTED]
Sent: Thursday, January 21, 2016 1:04 PM
To: Grace J Strittmatter; Lynn Miller; Mark Anderson (home); Michael Lynch [REDACTED]; Todd Heckman [REDACTED]
Subject: Manheim Township School District - Superintendent Search Proposal - Ray and Associates, Inc.
Attachments: Manheim Township PA Proposal.pdf

Dear Board Members,

I took the liberty to contact Ray and Associates to obtain a proposal to perform the search for a new superintendent. Attached is their proposal.

Tonight we will have an executive session after the regular meeting. The purpose of which is to discuss moving forward with what we have to do. The most pressing need will be to name an interim superintendent who will serve until a replacement superintendent can be hired. Secondly, we will need to begin the search for this individual.

Ray & Associates has served the school district before which resulted in hiring Kevin Singer and Gene Freeman. Obviously, this is not the only firm out there that is capable of providing this service, however, their team is familiar with MTSD from its previous experience.

We will discuss these two issues this evening and determine what direction we collectively want to take. Thank you,

Bill

From: Kellie Patterson [<mailto:Kellie@rayassoc.com>]
Sent: Wednesday, January 20, 2016 6:02 PM
To: William Murry [REDACTED]
Subject: Manheim Township School District - Superintendent Search Proposal - Ray and Associates, Inc.

Attached, please find the Manheim Township School District superintendent search proposal as requested.

We look forward to hearing back from you.

Kellie Patterson

Executive Search Assistant
Ray and Associates, Inc.
Phone: (319) 393-3115
Fax: (319) 393-4931
Email: kellie@rayassoc.com
glr@rayassoc.com
www.rayassoc.com
Follow us on [Twitter](#) and [Facebook](#)

From: William Murry [REDACTED]
Sent: Monday, January 25, 2016 12:45 PM
To: Grace J Strittmatter; Lynn Miller; Mark Anderson (home); Michael Lynch [REDACTED]
[REDACTED]; Todd Heckman
[REDACTED]
Subject: Thursday 1/28 meeting

Dear Board Members,

This Thursday we will be meeting to discuss moving forward with our search for a new superintendent. Last week I had forwarded to you a proposal from Ray & Associates for you to read. As you do this, please make note of any questions that you may have with respect to the agreement. Ray & Associates will have someone available to answer questions and attend our meeting which would be my suggestion.

If anyone has a question or concern, please give me a call. Thank you,

Bill

William E. Murry, president
Murry Communities, Ltd.



From: William Murry [REDACTED]
Sent: Tuesday, January 26, 2016 10:19 AM
To: Grace J Strittmatter; Lynn Miller; Mark Anderson (home); Michael Lynch [REDACTED]
[REDACTED]; Todd Heckman
[REDACTED]
Subject: Change in meeting time Thursday 1/28

Dear Board Members,

Our meeting will begin at 5:30 pm. We will be meeting with Ray & Associates representatives to interview them. I want to try to get a second firm lined up immediately after Ray & Assoc, so that we can come to a decision that night.

Thank you,
Bill

William E. Murry, president
Murry Communities, Ltd.



From: William Murry [REDACTED]
To: Grace J Strittmatter [REDACTED]; Lynn Miller [REDACTED]; Mark Anderson (home) [REDACTED]
[REDACTED] "Michael Lynch" [REDACTED]
[REDACTED] "Todd Heckman" [REDACTED]

Sent: Tuesday, January 26, 2016 2:08 PM
Subject: Another up date for Thursday

Dear Board Members,

We have another firm to interview Thursday evening at 7:00 pm. Tom Templeton's firm. As soon as I get collateral information I will forward it to you for your review.

Additionally, I have included resumes for four potential candidates for the Interim Superintendent position. I do not have a resume for Martin Hudacs and will contact him for one. If you have other suggestions on who may be able to be placed in this position, please forward them to everyone, that would be greatly appreciated. Happy reading, see you Thursday evening.

Thank you,
Bill

William E. Murry, president
Murry Communities, Ltd.



From: Lynn School Board [REDACTED]
Sent: Wednesday, January 27, 2016 9:54 AM
To: William Murry
Subject: Re: Another up date for Thursday

Thanks so much, see you tomorrow

Sent from my iPhone

On Jan 26, 2016, at 2:08 PM, William Murry [REDACTED] wrote:

Dear Board Members,

We have another firm to interview Thursday evening at 7:00 pm. Tom Templeton's firm. As soon as I get collateral information I will forward it to you for your review.

Additionally, I have included resumes for four potential candidates for the Interim Superintendent position. I do not have a resume for Martin Hudacs and will contact him for one. If you have other suggestions on who may be able to be placed in this position, please forward them to everyone, that would be greatly appreciated. Happy reading, see you Thursday evening.

Thank you,
Bill

William E. Murry, president
Murry Communities, Ltd.



<image001.jpg>

<Wildasin resume.doc>

<Al Lonoconus Resume 2015.doc>

<Gary Otto Resume2013.doc>

<Resume-E Albert 20151.doc>

From: William Murry [REDACTED]
Sent: Wednesday, January 27, 2016 1:32 PM
To: Grace J Strittmatter; Lynn Miller; Mark Anderson (home); Michael Lynch [REDACTED];
[REDACTED]; Todd Heckman
[REDACTED]
Subject: superintendent search
Attachments: Templeton Advantage Search Proposal Manheim Township.pdf

Dear Board Members:

I have attached a proposal from another search firm that we will be interviewing tomorrow evening. They are currently schedule for 7:00 pm.

It would be very beneficial to the district if we could reach a consensus on which firm to hire for the search Thursday evening. This will be the only topic that is planned to be discussed so that we can make a decision and move forward with the processes involved.

Thank you, I really appreciate all the time that everyone has and will be putting into these decisions,

Bill

From: Tom Templeton [<mailto:tomtempleton@embarqmail.com>]
Sent: Wednesday, January 27, 2016 10:54 AM
To: William Murry [REDACTED]
Subject: RE: superintendent search

Mr. Murry,
Good morning. I have attached the Superintendent Search and Transition Assistance Proposal that I will be reviewing with the Board of School Directors tomorrow evening. You are welcome to send this to the board now for their review in preparation for the meeting. Question: Will your board secretary be making copies of this document to be given to the board at the meeting tomorrow evening. If so, I will not bring copies. I usually find that copies are already at the meeting when I arrive. I look forward to seeing you and your colleagues Thursday, January 28th at 7 PM. *Please acknowledge receipt of this email. Thanks.*
Tom

Tom Templeton
Project Manager
TEMPLETON Advantage
58 Hummingbird Lane
Newport, PA 17074
(717) 636-3238
tomtempleton@embarqmail.com

From: William Murry [REDACTED]
Sent: Thursday, January 21, 2016 5:09 PM

To: tomtempleton@embarqmail.com

Subject: superintendent search

Tom,
I hope that you may remember me from our conversation a few years ago. I was talking with Bob Frankhouser, our district's solicitor, and he mentioned that you are now in the recruiting business. If so, when you get a chance, I would like to talk about what it is that you do for school districts. Direct line: [REDACTED]

Thank you,
Bill

William E. Murry, president
Murry Communities, Ltd.



From: William Murry [REDACTED]
Sent: Thursday, January 28, 2016 3:16 PM
To: Grace J Strittmatter; Lynn Miller; Mark Anderson (home); Michael Lynch [REDACTED]
[REDACTED] Todd Heckman
[REDACTED]
Subject: Search firm interviews

Dear Board Members,

The schedule for this evening will be:

5:30 PM Ray and Associates

6:30 PM Templeton Advantage

7:15 PM Discussion and selection of search firm

7:45 PM Discussion of interim candidates, scheduling interviews for February 4th meeting.

See you all later today, thank you,
Bill

William E. Murry, president
Murry Communities, Ltd.



From: William Murry [REDACTED]
Sent: Friday, January 29, 2016 9:01 AM
To: Stephen Grosh
Subject: RE: Search firm interviews

Steve,

The search firm presentations went well. We did not deliberate who amongst ourselves due to the Sunshine Law issues, this was Bob Frankhouser's suggestion. So, I will be giving everyone a call, not email to find out who they want to use.

If we have a strong consensus for one over the other, then I will return a call to the folks who have selected the firm with the least votes to see if they would be willing to go along.

Should we have a strong vote for one, then we agreed that I would contact that firm and get them moving, and we will ratify the contract at our next public meeting. I haven't talked with Bob F about a few procedural issues yet this morning, but I will. We could possibly take next Thursday's meeting and have it be a Special Meeting of the Board, take a vote to ratify the contract then. Then go into executive session to interview Interim Superintendent candidates.

So you will be getting a call from me later for your vote. Thanks,

Bill

From: Stephen Grosh [REDACTED]
Sent: Friday, January 29, 2016 8:58 AM
To: William Murry [REDACTED]
Subject: Re: Search firm interviews

How did it go?

On Thursday, January 28, 2016, William Murry [REDACTED] wrote:

[REDACTED]

[REDACTED]

From: Stephen Grosh [REDACTED]
Sent: Thursday, January 28, 2016 3:56 PM
To: William Murry [REDACTED]
Subject: Re: Search firm interviews

Bill,

What number can I reach you at ----

On Thu, Jan 28, 2016 at 3:30 PM, William Murry [REDACTED] wrote:

Steve,

Thank you. I assume that you may have read the proposals. Do you have an opinion with respect to which one you prefer? If you want, we can discuss this ahead of time, just let me know if you would like to do that. Thanks,

Bill

From: Stephen Grosh [REDACTED]
Sent: Thursday, January 28, 2016 3:23 PM
To: William Murry [REDACTED]
Cc: Grace J Strittmatter [REDACTED]; Lynn Miller [REDACTED]; Mark Anderson (home) [REDACTED]; Michael Lynch [REDACTED]; Todd Heckman [REDACTED]
Subject: Re: Search firm interviews

If I am needed call me at

[REDACTED]

On Thursday, January 28, 2016, William Murry [REDACTED] wrote:

Dear Board Members,

The schedule for this evening will be:

5:30 PM Ray and Associates

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7:15 PM Discussion and selection of search firm

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See you all later today, thank you,

Bill

William E. Murry, president

Murry Communities, Ltd.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



From: Jennifer Davidson <DavidsJe@mtwp.net>

To: Mark Anderson [REDACTED]; Todd Heckman [REDACTED];
[REDACTED]; Bill Murry [REDACTED]; Nathan Geesey [REDACTED]; Grace
Strittmatter [REDACTED]; Lynn Miller [REDACTED]; Mike Lynch [REDACTED];
Tony DeLeo [REDACTED]

Sent: Monday, February 1, 2016 12:38 PM

Subject: 2016.02.04 SPECIAL Board Meeting Agenda

Please find attached the SPECIAL Board Meeting Agenda for Thursday, February 4th at 6:00 PM at the District Office. Public notice has been given and will be posted in the Lancaster Newspapers and will be posted on the front door of the District Office. Marcie will be posting the same announcement on the district website as well.

Thanks,

Jenn

Jennifer Davidson

Executive Secretary to the Superintendent/
School Board Secretary
Manheim Township School District
717.560-3110 (p)
717.735-1744 (f)

**Manheim Township School District
Board of School Directors
SPECIAL Board Meeting
February 4, 2016
6:00 PM
District Office Board Room**

The Mission of the Manheim Township School District is to provide an environment where everyone will learn, grow, and succeed.

AGENDA

- | | | |
|------|--|-----------------------------------|
| 6:00 | I. Call to Order | Mr. Murry |
| 6:01 | II. Pledge of Allegiance | Mr. Murry |
| 6:05 | III. Announcements | Mr. Murry |
| | <ul style="list-style-type: none">• On January 21, 2016, the Board of School Directors of the Manheim Township School District met in executive session to discuss the future selection of a search firm for the Superintendent position.
• On January 28, 2016, the Board of School Directors of the Manheim Township School District met in executive session to interview search firms to receive information and answers to questions about each firm's proposal. The board did not engage in any deliberations and took no action. Additionally, the Board of School Directors discussed personnel issues with the respect to the identification of potential candidates for service and for appointment to the position of Acting Superintendent. | |
| 6:10 | IV. Manheim Township citizens' comments on agenda items
<i>(School Board Policy #903 states that, "Each statement made by a participant shall be limited to five minutes duration. No participant may speak more than once on the same topic, unless all others who wish to speak on that topic have been heard")</i> . | Mr. Murry |
| 6:15 | V. Action Item | Mr. Murry
Action |
| | <ul style="list-style-type: none">A. Recommend approval of a search firm for a professional services contract for the Superintendent Search. | |
| 6:20 | VI. Other Items | |
| 6:25 | VII. Manheim Township citizens' comments
<i>(School Board Policy #903 states that, "Each statement made by a participant shall be limited to five minutes duration. No participant may speak more than once on the same topic, unless all others who wish to speak on that topic have been heard")</i> . | Mr. Murry |
| 6:30 | VIII. Adjournment to an Executive Session to discuss the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or disciplining of specific prospective public officers or employees or current public officers or employees employed or appointed by the School District, or former public officers or employees. | Mr. Murry |

From: Jennifer Davidson <DavidsJe@mtwp.net>

To: Mark Anderson [REDACTED]; Todd Heckman [REDACTED];
[REDACTED] Bill Murry [REDACTED]; Nathan Geesey [REDACTED]; Grace
Strittmatter [REDACTED]; Lynn Miller [REDACTED] Mike Lynch [REDACTED];
Tony DeLeo [REDACTED]

Sent: Tuesday, February 2, 2016 2:26 PM

Subject: REVISED agenda for Thursday

Please find a revised agenda for Thursday. The following addition has been added to Item VIII: The board will be interviewing candidates for the interim superintendent position.

Thank you,
Jenn

Jennifer Davidson
Executive Secretary to the Superintendent/
School Board Secretary
Manheim Township School District
717.560-3110 (p)
717.735-1744 (f)

**Manheim Township School District
Board of School Directors
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| 6:15 | V. Action Item | Mr. Murry
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| 6:30 | VIII. Adjournment to an Executive Session to discuss the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or disciplining of specific prospective public officers or employees or current public officers or employees employed or appointed by the School District, or former public officers or employers. The board will be interviewing candidates for the interim superintendent position. | Mr. Murry |

From: Jennifer Davidson <DavidsJe@mtwp.net>
To: Mark Anderson [REDACTED]; Todd Heckman [REDACTED];
[REDACTED] Tony Aldinger <Aldingto@mtwp.net>; Laura Heikkinen <Heikkila@mtwp.net>; Katherine
Heintzelman <HeintzKa@mtwp.net>; Karen Nell <Nellka@mtwp.net>; John Nodecker <NodeckJo@mtwp.net>; Tim
Williams <Williati@mtwp.net>; Bill Murry [REDACTED]; Nathan Geesey [REDACTED]; Grace
Strittmatter [REDACTED] Lynn Miller [REDACTED] Mike Lynch [REDACTED]
Tony DeLeo [REDACTED]
Sent: Wednesday, February 3, 2016 2:02 PM
Subject: 2016.02.04 SPECIAL School Board Agenda (Revised)

Please find attached a revised agenda for tomorrow evening. The items revised are in ***bold and italicized***.
Thanks,
Jenn

Jennifer Davidson
Executive Secretary to the Superintendent/
School Board Secretary
Manheim Township School District
717.560-3110 (p)
717.735-1744 (f)

**Manheim Township School District
Board of School Directors
SPECIAL Board Meeting
February 4, 2016
6:00 PM
District Office Board Room**

The Mission of the Manheim Township School District is to provide an environment where everyone will learn, grow, and succeed.

AGENDA

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| 6:00 | I. Call to Order | Mr. Murry |
| 6:01 | II. Pledge of Allegiance | Mr. Murry |
| 6:05 | III. Announcements | Mr. Murry |
| | <ul style="list-style-type: none">• On January 21, 2016, the Board of School Directors of the Manheim Township School District met in executive session to review information about the process to interview search firms, and to review information about those firms. The Board did not engage in any deliberations and took no action.• On January 28, 2016, the Board of School Directors of the Manheim Township School District met in executive session to interview search firms to receive information and answers to questions about each firm’s proposal. The board did not engage in any deliberations and took no action. Additionally, the Board of School Directors discussed personnel issues with the respect to the identification of potential candidates for service and for appointment to the position of Acting Superintendent.• Dr. Tim Williams Introduction – Mr. Dave Davies, Acting Director of Pupil Services | |
| 6:10 | IV. Manheim Township citizens’ comments on agenda items
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officers or employers. The board will be interviewing candidates for the interim superintendent position.

From: William Murry [REDACTED]
Sent: Wednesday, February 03, 2016 2:11 PM
To: jrednak@parss.org; Grace J Strittmatter; Lynn Miller; Mark Anderson (home); Michael Lynch [REDACTED]; Todd Heckman [REDACTED]
Subject: Initial meeting with Ray & Associates

Dear Board Members,

Jon Rednak from Ray & Associates would like to meet with us one evening during on one of the following dates, of 2/15 through 2/17 at 5:30 pm at the DO. Let's discuss what day suits everyone this Thursday. Thank you,
Bill

William E. Murry, president
Murry Communities, Ltd.

