



January 7, 2020

Ms. M. Sue Kelly, President
Traverse City Area Public Schools
412 Webster Street
Traverse City, MI 49686

Dear President Kelly and Members of the Board of Education:

Please accept this proposal for superintendent search services. After a careful review of the scope of services and search firm expectations defined in the Request for Proposals, we believe MASB is particularly well suited to support Traverse City Area Public Schools in its search for a new superintendent.

Having had the opportunity to work with the TCAPS board in the past, MASB understands that Traverse City Area Public Schools is unlike any other district in the state or the country. We offer TCAPS a search team that is equally unique and dynamic. If chosen, the MASB search team for TCAPS will include experts in executive search, human resources, public engagement, school law, marketing, and even video production.

Finding the right superintendent for Traverse City Area Public Schools is paramount. Every year, MASB conducts more searches in Michigan than any other firm in the state or nation. The tenure of superintendents we place is more than double that of the national average. MASB has been serving Michigan's school boards since 1949 - the TCAPS board and community can trust MASB to support you through this critical process.

**Michigan Association
of School Boards**
1001 Centennial Way, Ste. 400
Lansing, MI 48917

800.968.4627
517.327.5900

masb.org

As Director of Leadership Development and Executive Search Services, I would consider it a privilege to serve as lead consultant for your search. I will be available during the week of January 20th to participate in a telephone interview. Please know that I will work closely with the Board to customize a search process that works for your district and community. Don't hesitate to contact me if you require additional information or if I may be of further assistance.

Thank you for your time and consideration!

Most sincerely,

Greg Sieszputowski
Leadership Development and Executive Search Services Director
Michigan Association of School Boards
O: (517) 327-9224 | C: (517) 989-619-7867 | gregs@masb.org



A proposal for superintendent search services for:



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About MASB

The Michigan Association of School Boards has been providing quality educational leadership services to Michigan Boards of Education for more than 60 years. We are unique in the superintendent search arena in that we are a 501(c)(3) nonprofit service organization that specializes in custom services for Boards of Education. Other entities offering superintendent searches tend to be for-profit firms and franchises.

Should Traverse City Area Public Schools retain the services of MASB's Executive Search Services, you will, in effect, be hiring the entire Association. You will gain access to MASB's professional staff, extensive network and resources in their entirety.

Why Choose MASB

MASB is *the* market leader in superintendent recruitment and selection in Michigan because we're committed to serving Boards of Education and, in doing so, creating positive outcomes for students.

Our approach to superintendent search is based upon four core tenets:

1. The responsibility of hiring the superintendent rests solely with the Board of Education.
2. Choosing the most highly qualified individual – who also represents the ideal fit in your community – is critical to the academic achievement and well-being of your students.
3. Searching for and selecting a superintendent should be an inclusive process that meaningfully engages all stakeholders.
4. Boards of Education must have access to *all information* pertinent to making a sound, informed selection.

MASB is beholden only to Boards and has no obligation to place certain candidates.

Nationwide Network

As a member of the National Affiliation of Superintendent Searchers, MASB has placed *more than 15 out-of-state candidates into Michigan* superintendent positions in recent years and has provided counsel on dozens of searches in other states. Connected via the National School Boards Association, NASS harnesses the skills and collective networks of superintendent search professionals across the country with proven track records of accomplishment, characterized by integrity, passion and focus.



Search Team

MASB has a diverse and well-qualified search team consisting of retired superintendents, board members and experienced staff. If chosen for this search then MASB Director of Leadership Development and Executive Search Services, Greg Sieszputowski would be your search consultant.

Greg Sieszputowski, M.Ed. – With a decade of experience cultivating education leaders and expertise in human resources and facilitation, Greg leads MASB's Leadership Development and Executive Search Services and serves as a key member of the senior management team. Prior to joining MASB, Greg served as the director of the Center for Learning and Leadership at Mid Michigan College and the director of the Center for Teaching and Learning at Kirtland Community College. Greg holds a bachelor's degree in Education from Adrian College, a masters in Education Leadership from Saginaw Valley State University and a graduate certificate in Human Resource Administration from Central Michigan University.

MASB Staff

Jay D. Bennett, M.Ed.

*Assistant Director of
Executive Search Services*

Greg Sieszputowski, M.Ed.

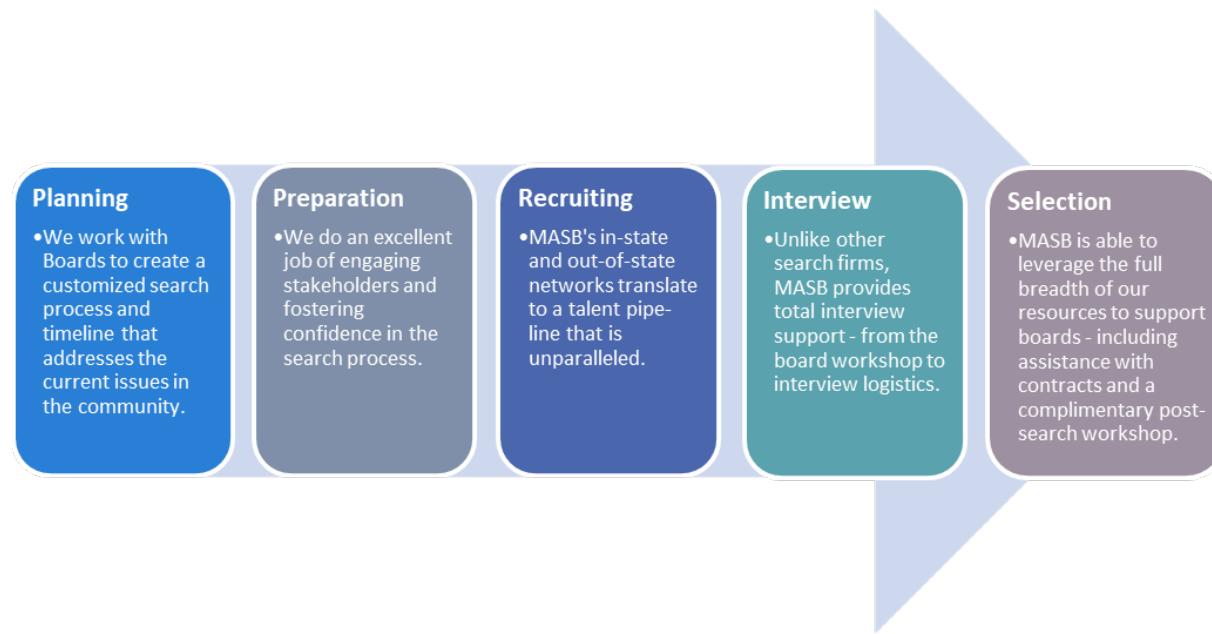
*Director of Leadership Development and
Executive Search Services*

Scope of Work

MASB's Executive Search Services provides comprehensive support throughout the search process with special emphasis on stakeholder engagement and recruiting high-quality candidates. MASB's Search Team will support the Board and District staff through all phases of the search process.

Board Involvement

- The School Board is an integral part of the Superintendent search process. The consultant will communicate frequently with the Board and keep the Board apprised of the progress of the search. The Board will be expected to participate fully in the search process and will work closely with the consultant on a variety of tasks including:
 - Reviewing survey results and other stakeholder input gathered by the consultant
 - Creating a candidate profile
 - Selecting candidates to interview
 - Interviewing selected candidates
 - Final selection of their desired candidate



Timelines

The duration of a thorough superintendent search is, on average, 12-14 weeks. While some time efficiencies may be found, it's important to allow adequate time to maintain the integrity of the search. We are happy to work with the Board of Education to customize a process and a timeline that is conducive to the unique needs of Traverse City Area Public Schools.

Cost

It would be an honor to support Traverse City Area Public Schools in its search for the district's next superintendent. Given the timeline and anticipated plan of work for the search, our fee would be \$14,000. Additional fees may be incurred for expenses such as mileage (IRS rate), meals, lodging, assessments, additional background checks and advertising.

Supplemental advertising costs are as follows:

- Local newspapers, as requested
- Ed Week, \$495 for a 30-day online job posting with unlimited text or html
- American Association of School Administrators, \$559 for a 30-day online job posting
- SchoolSuperintendentJobs.com, \$100 for an online posting visible to subscribers

Stakeholder Input

MASB employs a combination of face to face meetings along with a comprehensive online survey in order to gather stakeholder input. Your consultant will work with your district to arrange meeting times and will report back to the Board on their findings. The stakeholder feedback along with the survey data will be an integral piece in the development of the Board's final search criteria. An additional feedback mechanism is the use of audience feedback forms during the interview process. These forms allow Board members access to audience comments about the candidates that have been interviewed.

Open Meetings Act

MASB and its consultants are well versed in the intricacies of the Open Meetings Act and have ready access to our experienced team of attorneys for any necessary legal consultation. MASB Legal Counsel, Brad Banasik, is recognized as one of Michigan's foremost authorities on the Open Meetings Act.

Guarantee of Service

MASB's Executive Search Services guarantees the quality of our service in the following ways:

- **A 'no surprise' guarantee** – Our consultants will not withhold background information on candidates and we work closely with you to ensure that stakeholders are well informed about the process.
- **Satisfaction guarantee** – If the candidate pool falls short of your expectations or if the superintendent placed should remain for less than one year, we will conduct the search again for no additional fee.

Contact Person

Please contact Greg Sieszputowski, Director of Leadership Development and Executive Search Services, or Jay D. Bennett, Assistant Director of Executive Search Services, for questions. Mr. Sieszputowski may be reached by emailing gregs@masb.org or calling 517.327.9224, Mr. Bennett can be reached at jbennett@masb.org or 517.327.5928.

MASB Contract—Superintendent Search

1. *Definition of Product or Service*

WHEREAS, the School District has a vacancy in the office of its Superintendent of Schools and desires to search for a qualified candidate for this position; and

WHEREAS, MASB, through its consultant, is willing to act as Consultant to the School District and render services to assist in the employment of a new superintendent.

NOW, THEREFORE, it is agreed by and between the parties hereto as follows:

Consultant agrees to serve as Advisor and Consultant to the School District in the selective recruitment process for a new Superintendent.

- I. The Board of Education agrees to pay MASB for professional services and to reimburse MASB for all out-of-pocket expenses of consultant. In the event the search is reopened or extended, the Board of Education agrees to reimburse MASB for any additional out-of-pocket expenses, advertising, printing or postage.
- II. Consultant agrees:
 - a. To assist the Board in leadership profile development, including group interviews of board members, staff and citizens.
 - b. To advertise vacancy and solicit nominations and applications.
 - c. To organize and facilitate a preliminary screening of all applicants.
 - d. To assist the Board in preparation for the interview process.
 - e. To render such other professional services in connection therewith as may be required to enable the Board of Education to make a knowledgeable decision in the selection of a new Superintendent.
- III. Consultant will communicate with such School District personnel as the Board may from time to time designate, and will submit progress reports to the Board of Education at regular intervals.
- IV. The Board of Education agrees to reimburse any additional consultants used, for both fees and expenses as agreed upon prior to services being rendered.

2. *Independent Contractor and Liability*

In the performance of the services provided under this agreement, MASB, through its consultant, shall be an independent contractor. Under the Revised School Code, the MASB consultant has no legal authority to enter into contracts or agreements with applicants on behalf of the Board of Education and is not an employee, agent, joint venturer or representative of the Board of Education.

The Board of Education acknowledges that only it can hire the School District's superintendent, so the Board of Education agrees to defend, hold harmless, and to indemnify MASB and its consultant against all claims, losses, liability, and damages associated with the selection and hiring of the School District's superintendent.

3. *Effective Date*

This Agreement will commence on or about 1/7/2020; however, if no date is specified, the Agreement will commence upon the Association's receipt of this executed Agreement and either a purchase order or payment of fees from the District.

4. *Term*

The Agreement will terminate upon completion of the terms of the contract.

5. *Fees*

The District agrees to pay the Association the fee of \$14,000 and reimburse the Association for the necessary expenses for mileage (IRS rate), meals, lodging, assessments, additional background checks and advertising.

6. *Guarantee of Services*

MASB acknowledges the Guarantee of Services, including the "no surprise guarantee" and "satisfaction guarantee" as described in MASB's proposal.

7. *Payment*

The District agrees to pay the fee(s) under this Agreement according to the following schedule:

First Half: \$7,000

Upon Completion: \$7,000 plus expenses

8. *Termination*

This Agreement may be terminated by the District at any time by written notice to the Michigan Association of School Boards. Upon termination of this Agreement, the Association shall cease its delivery of services to the District and all money owed to the Association shall become immediately due and payable. This amount will be for services rendered, including expenses, to the date of termination.

9. *Authority*

The District represents that the person signing this Agreement has full authority to enter into the Agreement. Further, either party may rely upon a facsimile signature as if it were an original, and the failure of a party to have possession of a manually executed original will not affect the validity, enforceability or binding nature of this Agreement.

10. *Warranties*

Except for the services and obligations imposed by the express terms of this Agreement, the District and the Association agree there are no other warranties attached to this Agreement.

11. *Entire Agreement*

This Agreement contains the complete understanding and agreement of the parties and supersedes all prior or contemporaneous agreements or understandings, oral or written, relating to the subject matter herein.

**ON BEHALF OF MICHIGAN ASSOCIATION OF
SCHOOL BOARDS**



Don Wotruska
Executive Director
January 7, 2020

**ON BEHALF OF SCHOOL DISTRICT
TRAVERSE CITY AREA PUBLIC SCHOOLS**

Signed: _____

Printed Name: _____

Title: _____

Date: _____

Statement of Assurance

The Michigan Association of School Boards assures and certifies compliance with state laws¹ and federal laws² as they relate to conducting the process of searching for a new superintendent. Specifically, MASB assures that:

The screening and interviewing of applicants will be performed in compliance with Michigan's Open Meetings Act, which permits closed sessions to review applications for employment if requested by the applicant and requires all interviews to be conducted in open session.

The requirements of Michigan's Freedom of Information Act will be followed when requests for documents relating to the search are submitted to the district.



Signature of Authorized Representative

Greg Sieszputowski, M.Ed.

Printed Name

Director, Leadership Development &
Executive Search Services/MASB
Title/Organization

1/7/20

Date Submitted

¹These include but are not limited to: (a) The Elliott-Larsen Civil Rights Act (Act 453 of 1976), which prohibits discrimination on the basis religion, race, color, national origin, age, sex, height, weight, familial status or marital status; (b) Persons With Disabilities Civil Rights Act (Act 220 of 1976), which prohibits discrimination on the basis of a disability; (c) or the requirements of any other state nondiscrimination statute(s) that may apply.

²These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352), which prohibits discrimination on the basis of race, color or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. §§1681-1683, and 1685-1686), which prohibits discrimination on the basis of sex; (c) Section 540 of the Rehabilitation Act of 1973, as amended (29 U.S.C. §794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1975, as amended (42 U.S.C. §§6101-6107), which prohibits discrimination on the basis of age; and (e) the requirements of any other federal nondiscrimination statute(s) that may apply.

Searches Completed by MASB

Intermediate School Districts

Allegan AESA Search Years: 2000, 2005 & 2007	Manistee ISD Search Years: 1998
Berrien RESA Search Years: 2010	Marquette Alger RESA Search Years: 2007 & 2013
Clare Gladwin RESD Search Years: 1997	Mecosta Osceola ISD Search Years: 1998, 2017
Clinton County RESA Search Years: 1998, 2012 & 2013	Menominee ISD Search Years: 2002
IONIA ISD Search Years: 2000	Midland County ESA Search Years: 2004
COOR ISD Search Years: 2018	Montcalm Area ISD Search Years: 2003
Copper Country ISD Search Years: 2014	Newaygo County RESA Search Years: 1980 & 2007
Delta Schoolcraft ISD Search Years: 2005 & 2015	Oakland Schools Search Years: 2004
Eaton RESA Search Years: 2011 & 2015	Ottawa Area ISD Search Years: 2015
Hillsdale ISD Search Years: 2000 & 2015	Saginaw ISD Search Years: 2007 & 2014
Huron ISD Search Years: 2006 & 2010	Sanilac ISD Search Years: 1997
Ingham ISD Search Years: 2005, 2015, 2017	Shiawassee RESD Search Years: 2012
Kalamazoo RESA Search Years: 2000 & 2007	Washtenaw ISD Search Years: 2008 & 2011
Kent ISD Search Years: 1984	Wayne RESA Search Years: 2015
Lapeer ISD Search Years: 2005	West Shore ESD Search Years: 2008
Livingston ESA Search Years: 2002	Wexford Missaukee ISD Search Years: 1997

Local School Districts		
Airport Community Schools Search Years: 1998 & 2006	Bath Community Schools Search Years: 1984, 2004, 2006 & 2019	Bridgeport Spaulding School District Search Years: 2000, 2009 & 2018
Albion Public Schools Search Years: 2007	Battle Creek Public Schools Search Years: 2010	Brighton Area Schools Search Years: 1984 & 2006
Algonac Community Schools Search Years: 2014	Bay City Public Schools Search Years: 1983, 2015 & 2017	Bronson Community Schools Search Years: 2014 & 2017
Allendale Public Schools Search Years: 2008 & 2017	Bedford Public Schools Search Years: 2009	Buckley Community Schools Search Years: 1981, 1983, 1986, 1999, 2001 & 2018
Alma Public Schools Search Years: 2011	Beecher Community Schools Search Years: 2007 & 2017	Buena Vista Schools Search Years: 1986, 2003 & 2012
Ann Arbor Public Schools Search Years: 1998 & 2006	Belding Area Schools Search Years: 2016	Bullock Creek School District Search Years: 1983
Arenac Eastern School Search Years: 1998	Bellaire Public Schools Search Years: 2019	Burr Oak Community Schools Search Years: 1984
Armada Area Schools Search Years: 1985 & 2012	Bellevue Community Schools Search Years: 2007 & 2019	Burt Township Schools Search Years: 2002
Athens Area Schools Search Years: 1986	Bentley Community Schools Search Years: 2013	Byron Area Schools Search Years: 2007
Atherton Community Schools Search Years: 1984, 2003 & 2010	Benton Harbor Area Schools Search Years: 1984 & 2007	Byron Center Public Schools Search Years: 1984
Atlanta Community Schools Search Years: 2003, 2005, 2008 & 2017	Benzie County Central School Search Years: 1984 & 2016	Cadillac Area Public Schools Search Years: 2012
Avondale School District Search Years: 2006	Big Rapids Public Schools Search Years: 2000 & 2004	Caledonia Community Schools Search Years: 2004
Bad Axe Public Schools Search Years: 2002	Birch Run Area Schools Search Years: 1986 & 1998	Camden Frontier Schools Search Years: 1998
Baldwin Community Schools Search Years: 2002, 2004 & 2018	Boyne City Public Schools Search Years: 1999	Capac Community Schools Search Years: 2017
Baraga Area Schools Search Years: 2005	Brandywine Community Search Years: 1985	Caro Community Schools Search Years: 2014
Bark River Harris Schools Search Years: 2003	Breckenridge Community Schools Search Years: 2015	Carrollton Public Schools Search Years: 2019
	Breitung Township Schools Search Years: 2006	Carsonville-Port Sanilac

School District Search Years: 2002, 2016 & 2019	Coloma Community Schools Search Years: 1986	Durand Area Schools Search Years: 2007
Cassopolis Public Schools Search Years: 1982, 2004 & 2005	Columbia School District Search Years: 2012	East China School District Search Years: 1980
Cedar Springs Public Schools Search Years: 1999 & 2009	Comstock Park Public Schools Search Years: 2004	East Detroit Public Schools Search Years: 2000 & 2015
Center Line Public Schools Search Years: 2003 & 2009	Concord Community Schools Search Years: 1998 & 2010	East Grand Rapids Public Schools Search Years: 2018
Centreville Public Schools Search Years: 2017	Coopersville Public Schools Search Years: 1981	East Jordan Public Schools Search Years: 1980
Charlevoix Public Schools Search Years: 1998, 2012 & 2015	Corunna Public Schools Search Years: 2008 & 2012	East Lansing Public Schools Search Years: 1985 & 2014
Cheboygan Area Schools Search Years: 1999	Crawford AuSable Schools Search Years: 2005	Eaton Rapids Public Schools Search Years: 1986 & 2000
Chelsea School District Search Years: 2002 & 2016	Crestwood School District Search Years: 1985	Eau Claire Public Schools Search Years: 2000
Chippewa Hills School District Search Years: 2002	Croswell Lexington Schools Search Years: 1984 & 2017	Edwardsburg Public Schools Search Years: 1983
Clare Public Schools Search Years: 2005 & 2011	Dansville Schools Search Years: 2010	Elk Rapids Public Schools Search Years: 2009
Clarenceville School District Search Years: 1983	Dearborn Heights School District Search Years: 1984	Elkton-Pigeon-Bay Port Laker Schools Search Years: 2007
Clarkston Community Schools Search Years: 2010 & 2018	Dearborn Public Schools Search Years: 1982	Escanaba Area Schools Search Years: 2009 & 2017
Clawson Public Schools Search Years 2018	Decatur Public Schools Search Years: 2014	Ewen Trout Creek Schools Search Years: 2015
Clinton Community Schools Search Years: 2013 & 2016	Deckerville Community Schools Search Years: 1982	Farmington Public Schools Search Years: 1985, 2005 & 2019
Clio Area Schools Search Years: 1986	DeWitt Public Schools Search Years: 1999, 2005 & 2010	Fenton Area Public Schools Search Years: 1985, 2000 & 2016
Coldwater Community Schools Search Years: 2005	Dowagiac Union Schools Search Years: 2019	Ferndale Public Schools Search Years: 2000 & 2017
	Dryden Community Schools Search Years: 1983 & 2005	

Flat Rock Community Schools Search Years: 2007 & 2011	Godwin Heights Public Schools Search Years: 2005	Harper Creek Community Schools Search Years: 1981, 1997 & 2013
Flint Community Schools Search Years: 2019	Goodrich Area Schools Search Years: 2004 & 2007	Harper Woods School District Search Years: 2008 & 2017
Flushing Community Schools Search Years: 1984	Grand Haven Area Schools Search Years: 2006	Harrison Community Schools Search Years: 2003, 2008 & 2015
Forest Area Community Search Years: 2007	Grand Ledge Public Schools Search Years: 1984	Hart Public Schools Search Years: 2005
Fowler Public Schools Search Years: 1986 & 2007	Grand Rapids Public Schools Search Years: 2012	Haslett Public Schools Search Years: 2004 & 2016
Fowlerville Community Schools Search Years: 2009	Grant Public Schools Search Years: 2000, 2006 & 2019	Hastings Area Schools Search Years: 1982 & 2019
Fraser Public Schools Search Years: 2002	Grass Lake Community Schools Search Years: 2015	Hazel Park Schools Search Years: 2015
Freeland Community Schools Search Years: 1984	Greenville Public Schools Search Years: 1982 & 1997	Highland Park Schools Search Years: 2003 & 2006
Fremont Public Schools Search Years: 2002 & 2010	Grosse Pointe Public Schools Search Years: 1981 & 2015	Hillman Community Schools Search Years: 2000, 2005 & 2017
Fruitport Community Schools Search Years: 1981 & 2009	Gull Lake Community Schools Search Years: 2008 & 2019	Holland Public Schools Search Years: 2004
Galien Township Schools Search Years: 2002	Gwinn Area Community Schools Search Years: 2008 & 2014	Holly Area Schools Search Years: 1982 & 2013
Gaylord Community Schools Search Years: 2016	Hale Area Schools Search Years: 2002 & 2011	Holt Public Schools Search Years: 1986, 1997 & 2015
Genesee School District Search Years: 2007 & 2017	Hamilton Community Search Years: 1981, 1999 & 2008	Holton Public Schools Search Years: 1998, 2002 & 2009
Gibraltar Schools Search Years: 2009	Hancock Public Schools Search Years: 2017	Homer Community Schools Search Years: 1982
Gladstone Area Schools Search Years: 2007	Hanover Horton Schools Search Years: 1999	Hopkins Public Schools Search Years: 2003
Gladwin Community Schools Search Years: 1997	Harbor Beach Community Schools Search Years: 2011	
Gobles Public Schools Search Years: 2005	Harbor Springs Public Schools Search Years: 2018	
Godfrey Lee Public Schools Search Years: 2005 & 2017		

Houghton Lake Community Schools Search Years: 2003, 2008 & 2018	Kalamazoo Public Schools Search Years: 2007	Leslie Public Schools Search Years: 1999 & 2007
Houghton-Portage Township Schools Search Years: 2004 & 2011	Kalkaska Public Schools Search Years: 1982, 2014 & 2018	Lincoln Consolidated Schools Search Years: 1983 & 2011
Howell Public Schools Search Years: 2015	Kenowa Hills Public Schools Search Years: 2007	Linden Community Schools Search Years: 1983
Hudsonville Public Schools Search Years: 2009 & 2018	Kent City Community Schools Search Years: 2004 & 2006	Litchfield Community Schools Search Years: 1985 & 1999
Huron School District Search Years: 2017	Laingsburg Community Schools Search Years: 2009	Lowell Area Schools Search Years: 1983
Imlay City Community Schools Search Years: 1983	Lake City Area Schools Search Years: 2005 & 2010	Mackinaw City Public Schools Search Years: 2004
Inland Lakes Schools Search Years: 1998	Lake Fenton Community Search Years: 2010	Madison District Public Schools Search Years: 2010
Ionia Public Schools Search Years: 1998	Lake Shore Public Schools Search Years: 2003	Manistee Area Public Schools Search Years: 1997, 2004 & 2010
Ironwood Area Schools Search Years: 2003, 2010 & 2018	Lakeshore Public Schools Search Years: 1984, 1985 & 2003	Manistique Area Schools Search Years: 1984, 2004, 2007, 2015 & 2019
Ishpeming School District Search Years: 1982 & 2014	Lakeview Public Schools Search Years: 1983	Manton Consolidated Schools Search Years: 2002
Ithaca Public Schools Search Years: 1999 & 2016	Lakeview School District Search Years: 2017	Maple Valley Schools Search Years: 2004 & 2018
Jackson Public Schools Search Years: 2014	LakeVille School District Search Years: 1985, 2006 & 2008	Martin Public Schools Search Years: 1986 & 2019
Jefferson Schools Search Years: 2008	Lakewood Public Schools Search Years: 2005	Marysville Public Schools Search Years: 2005 & 2010
Jenison Public Schools Search Years: 1985 & 2003	L'Anse Creuse Public Schools Search Years: 2002	Mason Consolidated Schools Search Years: 2015
JKL Bahweting Anishnabe PSA Search Years: 2007	Lapeer Community Schools Search Years: 2003 & 2005	Mason County Central Schools Search Years: 1986
Johannesburg-Lewiston Area Schools Search Years: 2015	Lawton Community Schools Search Years: 2003	Mason County Eastern Schools Search Years: 2002 & 2006
	Leland Public Schools Search Years: 1983	

Mayville Community Schools Search Years: 1985, 2000 & 2014	Negaunee Public Schools Search Years: 1981 & 1985	Parchment School District Search Years: 2000, 2007 & 2018
Memphis Community Schools Search Years: 2002	New Buffalo Area Schools Search Years: 2009 & 2016	Paw Paw Public Schools Search Years: 2016 & 2019
Menominee Area Public Schools Search Years: 1981, 1999 & 2008	New Lothrop Area Public Schools Search Years: 2014	Pennfield Schools Search Years: 2008 & 2019
Meridian Public Schools Search Years: 2011	NICE Community School District Search Years: 2008	Pentwater Public Schools Search Years: 1998 & 2009
Mesick Consolidated Schools Search Years: 1985, 2000 & 2005	North Branch Area Schools Search Years: 2002 & 2010	Perry Public Schools Search Years: 1980 & 2008
Michigan Center Schools Search Years: 1984	North Central Area Schools Search Years: 2006, 2008 & 2019	Pewamo-Westphalia Community Schools Search Years: 2002
Midland Public Schools Search Years: 1984	Northwest Community Schools Search Years: 1997	Pittsford Area Schools Search Years: 2000
Millington Community Schools Search Years: 1998, 2003 & 2011	Oak Park School District Search Years: 2010	Plainwell Community Schools Search Years: 1983, 2006 & 2016
Montague Area Public Schools Search Years: 1983	Okemos Public Schools Search Years: 1980, 2005, 2017 & 2018	Pontiac School District Search Years: 2012
Morenci Area Schools Search Years: 1999	Olivet Community Schools Search Years: 1985 & 2012	Port Huron School District Search Years: 1981 & 2014
Morley Stanwood Community Schools Search Years: 1986	Onaway Area Schools Search Years: 1999 & 2002	Portland Public Schools Search Years: 1991 & 2016
Morrice Area Schools Search Years: 1985 & 2005	Orchard View Schools Search Years: 2000 & 2002	Posen Consolidated Schools Search Years: 1998
Mt Clemens Community Schools Search Years: 1984 & 1998	Oscoda Area Schools Search Years: 2011	Potterville Public Schools Search Years: 1998 & 2018
Mt Morris Consolidated Schools Search Years: 1984 & 2016	Otsego Public Schools Search Years: 1986, 2002 & 2014	Ravenna Public Schools Search Years: 2008 & 2019
Muskegon Heights Public Schools Search Years: 1997	Owosso Public Schools Search Years: 1983 & 2009	Reading Community Schools Search Years: 1986 & 1998
Muskegon Public Schools Search Years: 2006 & 2011	Oxford Community Schools Search Years: 2007	Redford Union Schools Search Years: 2010 & 2015

Reed City Area Public Schools Search Years: 1985, 2004 & 2017	Sault Ste. Marie Area Schools Search Years: 2002	Tawas Area Schools Search Years: 2008
Reese Public Schools Search Years: 1999	Shepherd Public Schools Search Years: 2018	Taylor School District Search Years: 2002 & 2016
Reeths Puffer Public Schools Search Years: 1986	Southfield Public Schools Search Years: 2018	Thornapple Kellogg Schools Search Years: 2002 & 2007
Richmond Community Schools Search Years: 2010	South Redford Schools Search Years: 1997	Three Rivers Community Schools Search Years: 2018
River Rouge School District Search Years: 2005 & 2008	Southgate Community Schools Search Years: 1999	Traverse City Area Public Schools Search Years: 1999 & 2005
River Valley School District Search Years: 2000, 2005 & 2011	Sparta Area Schools Search Years: 1999 & 2006	Tecumseh Public Schools Search Years: 2013
Romeo Community Schools Search Years: 1984 & 2003	Spring Lake Public Schools Search Years: 2008	Troy School District Search Years: 1986 & 2014
Romulus Community Schools Search Years: 2006, 2013 & 2014	Springport Public Schools Search Years: 2017	Ugly Community Schools Search Years: 2003 & 2016
Roscommon Area Public Schools Search Years: 2006 & 2011	St Charles Community Schools Search Years: 2004	Van Buren Public Schools Search Years: 2003 & 2016
Roseville Community Schools Search Years: 1981	St Ignace Area Schools Search Years: 1999 & 2011	Van Dyke Public Schools Search Years: 2004
Royal Oak Public Schools Search Years: 2005, 2011 & 2017	St Johns Public Schools Search Years: 1982	Vassar Public Schools Search Years: 2008 & 2016
Rudyard Area Schools Search Years: 1983	Standish Sterling Community Schools Search Years: 2007	Vestaburg Community Schools Search Years: 2004
Saginaw City School District Search Years: 2010	Stockbridge Community Schools Search Years: 2012	Walkerville Public Schools Search Years: 2000 & 2017
Saline Area Schools Search Years: 1984 & 2008	Superior Central Schools Search Years: 2005	Warren Consolidated Schools Search Years: 2008
Sandusky Community Schools Search Years: 2000, 2007 & 2017	Suttons Bay Public Schools Search Years: 2007 & 2014	Waterford School District Search Years: 2002, 2015 & 2019
Saugatuck Public Schools Search Years: 2003 & 2009	Swartz Creek Community Schools Search Years: 1982 & 2016	Waverly Community Schools Search Years: 2002 & 2012
	Tahquamenon Area Schools Search Years: 2005	Wayland Union Schools Search Years: 2004 & 2010

Wayne-Westland Community

Schools

Search Years: 1984, 2014 &
2017

West Branch Rose City Area

Schools

Search Years: 1983 & 2000

West Iron County Schools

Search Years: 2007

Western School District

Search Years: 2009

Westwood Heights Schools

Search Years: 2004 & 2008

White Cloud Public Schools

Search Years: 2000 & 2004

Whitefish Township Schools

Search Years: 1998

Whiteford Agricultural Schools

Search Years: 2004 & 2015

Whittemore-Prescott Area

Schools

Search Years: 2014

Williamston Community Schools

Search Years: 2004

Willow Run Community Schools

Search Years: 1982 & 2007

Wyandotte Public Schools

Search Years: 1986

Wyoming Public Schools

Search Years: 1985 & 2002

Ypsilanti Community Schools

Search Years: 2009

<i>Michigan Association of School Boards Searches Completed Since 2016-17 with enrollment similar to TCAPS</i>				
Year	District	Location	Enrollment	Contact Information
2016-17	Bay City Public Schools	Bay City, MI	7730	Mark Zanotti, Board President, 910 N Walnut St., Bay City, MI, 48706, (989) 525-6209
2017-18	Wayne-Westland Community Schools	Westland, MI	11018	Shawna Walker, Board President, 36745 Marquette St, Westland, MI, 48185, (734) 419-2010
2018-19	Farmington Public Schools	Farmington, MI	9340	Pamela Green, Board President, 32500 Shiawassee Rd, Farmington, MI, 48336, (248) 765-6904
2018-19	Waterford School District	Waterford, MI	8875	Bob Piggott, Board President, 501 N Cass Lake Rd, Waterford, MI, 48328, (248) 789-5139
2019-20	Kalamazoo Public Schools (In process)	Kalamazoo, MI	12640	Patti Sholler-Barber, Board President, 1220 Howard St, Kalamazoo, MI 49008, (269) 873-2110
2019-20	Lansing School District (In process)	Lansing, MI	10606	Rachel Willis, Board President, 519 W Kalamazoo St, Lansing, MI, 48933, (517) 281-3402