November 3, 2021

John Reichert Consultant Florida School Boards Association 203 S. Monroe Street Tallahassee, FL 32301

Dear Mr. Reichert:

If Lake Wales Charter School District's senior leadership team could benefit from a vision-driven, goal-focused executive with a proven history of innovation and achievement, look no further than the enclosed resume. After reading your requirements for the Superintendent opening, I am certain of my ability to excel in this capacity.

Throughout my 15+ year career, I have established a reputation as a transformational leader who is driven by challenge, undeterred by obstacles, and committed to furthering standards of excellence. My expertise encompasses all aspects of strategic planning, budgeting, and team management. Further, my ability to build consensus among executive teams and stakeholders to promote transparency and influence positive change has been repeatedly proven. I look forward to bringing these strengths and more to the team at Lake Wales Charter School District. Additionally, I am willing to relocate to the area, immersing myself in the culture of Lake Wales Charter Schools and its community. I am confident that no one will work harder than I will if provided this opportunity.

Please consider the following highlights of my achievements:

- Decreased district expenditures by \$4M over a four-year period.
- Led discussions with local, state, and national legislators to procure \$2.5M in additional revenue.
- Generated \$50K in revenue by establishing a Medical Billing program process.
- Enabled ongoing instructional support for 500, leveraging an annual budget of \$500K.

I look forward to meeting with you and learning more about your goals for this position and Lake Wales Charter Schools. Until then, thank you for consideration.

Sincerely,

Brian E. Rau, PhD

# Brian E. Rau, PhD

b1\_berau@yahoo.com Dover, KY • 606-748-5222

### **Executive Leader**

## Highly successful superintendent with a 10+ year history of effectively boosting revenue

Proactive leader who is quick to identify opportunities to implement key strategies that align with operational goals and achieve desired outcomes. Background in developing procedures that practice fiscal responsibility by allocating resources effectively on multimillion-dollar budgets. Notable history of awards for instruction and several board memberships.

### **Areas of Expertise**

- Strategic Analysis & Planning
- Operations Management
- Process Improvements
- Budgeting & Allocation
- People Management
- Recruiting & Training
- Human Resources (HR)
- Quality & Compliance
- Stakeholder Relationships

### Career Experience

American College of Education (ACE)

2020 - Present

### Adjunct Family Member - Doctoral Leadership & Administration

Facilitate online courses using approved course and related educational materials. Oversee course quality by reviewing the functionality and content.

Consistently receive positive feedback from students.

Manchester Local School District

2010 - Present

### Superintendent / CEO, 2017 - Present

Spearhead the Board of Education vision by developing and implementing educational programs, hiring and retaining talent, and fostering positive public relationships with stakeholders. Plan and control a \$12M annual budget. Compile and deliver presentations to board members. Attain excellent annual audit ratings.

- Decreased district expenditures by \$2.5M over a three-year period.
- Led discussions with local, state, and national legislators to procure \$2.5M in additional revenue.
- Coordinated initiatives that led to all buildings attaining "Independent" status simultaneously for the first time in school history, despite a loss \$3M in revenue.
- Initiated processes to increase safety measures, including arming staff.

### Director of Special Programs / Curriculum & Instruction, 2014 - 2017

Promoted to the senior management team of the district, helping to update the superintendent and building principals. Collaborated with local and state agencies, leveraging extensive knowledge of public school and special education laws. Supervised compliance of federal and state programs, Step Up To Quality, Race to the

...continued...

Top, district testing coordination, special education, gifted program, and other programs associated with curriculum, instruction, and assessment.

- Achieved 100% compliance with all special education profiles.
- Generated \$50K in revenue by establishing a Medical Billing program process.
- Developed a budget for resourcing and supporting intervention specialists.

### Principal, 2011 - 2014

Enabled ongoing instructional support for 500 students in preschool to 6<sup>th</sup> grade, leveraging an annual budget of \$500K. Recruited and developed teachers to support positive outcomes.

- Established a student recognition program.
- Developed a school-based health center in partnership with external agencies.

### Assistant Principal / Special Education Coordinator, 2010 - 2011

Supported the ongoing needs of 550 students from preschool to 6<sup>th</sup> grade. Fostered ongoing development and communication with teachers, as well as interactions with students, parents, and co-workers.

- Streamlined the special education process by establishing new procedures.
- Achieved 100% compliance on all special education profiles.

### Previous Roles:

Teacher – Mathematics – 7<sup>th</sup> Grade, Ripley-Union-Lewis-Huntington (RULH) Local School District

Assistant Supervisor, Airborne Express

Manager, Speedway SuperAmerica

Owner/Manager/Proprietor, Post-Time Sports Bar & Grill

Aircraft Rescue Firefighter, United States Navy, Naval Air Station Sigonella, Italy

### Education

Doctor of Philosophy, Leadership, University of Cumberlands (UC)

Master of Science, Educational Leadership, University of Dayton (UD)

Bachelor of Arts, Elementary Education, Morehead State University (MSU)

### **Affiliations**

Buckeye Association of School Administrators (BASA), Member, Exceptional Children State Committee and
Department of Higher Education State Committee
Chair, Adams County Family & Children First Council
Ohio University Leadership Project, Project Planning Committee
Portage Area Schools Consortium Operations Committee
Chair, Southern Ohio Safety Council Steering Committee

### Licenses / Certificate

Superintendent Licensure, UC | Principal (PreK-6, 4-9, 5-12) Licensure, UD | Teaching (K-8) Licensure, MSU | Aviation/Aerospace Safety Certificate, Embry-Riddle Aeronautical University (ERAU)

South Central Ohio
Educational Service Center

Sandra L. Mers, Superintendent
Scott A. Holstein, Assistant Superintendent

South Central Ohio Educational Service Center

522 Glenwood Ave., Room 165 New Boston, OH 45662

Phone: 740-354-7761 Fax: 740-353-1882

August 27, 2018

To Whom It May Concern,

It is a genuine pleasure and honor for me to recommend Brian Rau for a superintendent position. Brian and I have been colleagues for the last two years. During that time I have witnessed his exceptional leadership ability, his collaborative nature and his vast knowledge of educational systems.

Brian has copious experiences in many realms of education. From a Junior High Math teacher to a current Superintendent, Brian has covered many experiences few have had. These experiences have given Brian a tremendous amount of knowledge that any educational system would benefit from, especially his financial savvy. He has experience with federal and state programming and typically has input during our county superintendent meetings. He is well read and keeps up with current legislation and hot topics.

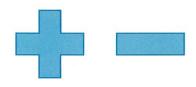
Colleagues can depend on Brian's knowledge and experiences and he is always open and willing to share. He is a very collaborative leader and colleague. He empowers his staff to take leadership roles and provides direction if needed to help them grow. Brian does not hesitate to share with his colleagues lessons learned, knowledge gained, etc. His collaborative nature combined with his vast knowledge make his one of the "go to" people in our group.

Brian Rau is a well-rounded collaborative leader that would be a great addition to any district. He is able to adapt to any setting or role and does so with a calm demeanor. Please feel free to contact me if you have questions or want further information.

Sincerely,

Sandra L. Mers

Sandra & Mers



# The Desk of Eva Elliott 304-975-3096





October 28, 2021

### To Whom It May Concern:

As Treasurer of Manchester Local School District, it is a privilege to work with and to recommend to you Dr. Brian Rau. He has been the Superintendent of Manchester Local School District since 2017 and has worked in the district for 12 years.

I have worked with Dr. Rau since July of 2018. He is highly motivated and involved with every aspect of the district operations. Prior to being the Superintendent, he was the Grants Coordinator and Director of Special Ed Services. His knowledge and skills have been invaluable to the district as he continues to serve as the Grants Coordinator and mentors the Director of Special Ed Services in addition to Superintendent. It has allowed the district to save hiring additional staff in a time when the district, like most districts, is not in a financial position to hire additional staff.

In addition, Dr. Rau maintains a close working relationship with the Administrative team and the District Leadership team providing support and expertise in the various matters that arise. He communicates regularly with the Board of Education on activities as warranted and keeps them apprised of the any and all issues they may need to address.

As the Treasurer of the district, I appreciate his financial acumen. He is a Superintendent that has had to make the tough decisions to cut positions and lay off staff based on the financial situation. He showed kindness and compassion and called other districts and successfully found positions for those same staff members who lost their jobs in most instances.

Dr. Rau has been a pleasure to work with and it is my honor to give this recommendation for him. Please call if you would want any further information.

Sincerely,

Eva Elliott

To Whom it May Concern,

It is my pleasure to recommend Dr. Brian Rau for a position with your organization.

I am Rick Foster, member of the Manchester Local School District Board of Education. I have been a BOE member for 18 years, president for 16 of those years.

Brian first came to us 11 years ago as our Elementary Assistant Principal. After 1 year we moved him to Principal of that building where he performed strongly in that role. His attention to detail and professional reliability elevated him to Director of Student Services. Brian's acumen for student achievement in all facets was certainly noticed. He set the example for those who followed in that function. He especially increased the awareness of our ever-increasing population of special education students. In 2017, after our Superintendent decided to retire, Brian was selected due to his ability to examine scenarios and respond with professionalism, courtesy and what was best for our district.

Also, in 2017 MLSD received news of significant impact as nearly half the previous revenue would be cut due to two power plant closures. Brian, along with our treasurer, navigated MLSD through the storm by reducing staff, cutting expenses and planning for quite a different future. At no time, did he say, "We can't do it." There were several times when very hard decisions were made. Our community, through Brian's communications and openness, has learned we can make it. With his mentoring, he has developed an administrative team that knows their role.

Because of the economic impact on MLSD, Brian has developed a statewide network of folks that have respect for him. He has represented MLSD well in Columbus at the statehouse, the professional organizations as well as the regional resources.

I have grown to respect Brian's change management skills, his perseverance of being a student advocate, overall can-do attitude, and self-improvement.

My management philosophy in 25+ years has always been promoting good folks and encouraging them to seek better opportunities. With that, I certainly would consider it our district's loss for him to leave.

If you need more information or specific examples, please do not hesitate to call me at 937-217-1699 or by email at <a href="rick.foster@live.com">rick.foster@live.com</a>. As this letter likely only provides a small insight to his potential for you, I will be very happy to elaborate on my time with him.

Sincerely,

Rick Foster Board President

Manchester Local School District

REFERENCES

REFERENCES Contact Name	Title	Institution	Phone Number
Richard Foster	Board President	Manchester Local Schools	937-217-1699
Dave McFarland	Board Member	Manchester Local Schools	937-779-2813
Eva Elliott	Treasurer	Manchester Local Schools	304-975-3096
Dane Gaschen	Education Attorney	Bricker & Eckler	614-563-5232 614-227-2300
Rich Seas	Superintendent	Ohio Valley Schools	419-733-6983
William Hablitzel, M.D.	Health Commissioner	Adams County Health Dept.	513-310-3541
Sherry Stout, Ph.D.	Executive Director	A.C. Medical Foundation	513-374-2677
Sheila Maggard	Program Coordinator	A.C. Family/Children First	937-725-1853
Kathy McWatters	21st CCLC Consultant	McWatters Consultant	614-390-1500
Nick Roberts	Elementary Principal	Manchester Local Schools	606-301-1758
Dana Pollock, Ed.D.	High School Principal	Manchester Local Schools	740-285-5978
Cheri McClanahan	Director of Student Services	Manchester Local Schools	513-520-1064
Sandy Mers	Superintendent	South Central Ohio ESC	740-339-2937
David McDonald	Head Maintenance	Manchester Local Schools	937-217-1267
Ma'ry'e Kinhalt	Admin. Asst. to Superintendent	Manchester Local Schools	937-217-2488
Angela Dunn	State Support Consultant	Region 14 Hopewell SST	740-517-3730
Robert Ralstin	OIP, OLI4, SPDG, Transition	Region 15 SST	740-372-0440 740-289-4171 x64208
Liz Lafferty	Superintendent	Adams County (AC) Board of DD	937-544-2574 x25 937-217-0511
Karen Ballengee	Treasurer (retired)	Manchester Local Schools	740-961-9640
Charles Shreve, Ph.D.	Superintendent (retired)	Manchester Local Schools	513-532-7785
Donald Owens	Pastor	Riverview Baptist Church	606-301-1391 606-742-2477

# STATE OF OHIO DEPARTMENT OF EDUCATION

5 Year Professional Superintendent License

# **BRIAN EDWARD RAU**

THIS LICENSE AWARDED TO

KY1003552

01/02/2019

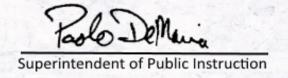
07/01/2019 to 06/30/2024

**EDUCATOR STATE ID** 

ISSUE DATE

**EFFECTIVE DATES** 

The holder of this credential, having satisfactorily completed the requirements prescribed by The State Board of Education and the laws of Ohio, is authorized to teach the subject(s) or serve in the area(s) listed on this document for the period specified. The holder of this credential is responsible for being knowledgeable about current requirements for maintaining the credential.



This official document was created by the Ohio Department of Education and represents a true copy of a legal educator license as referenced in Ohio Revised Code Section 3319.36.

Credential # 21652506

Employers may verify this credential by going to Educator Profile on <u>education.ohio.gov</u> and ensuring that the unique credential number appearing on this credential matches the person's records in Educator Profile, which is the official record of educator credential history.



PHONE: (606) 539-4316

(606) 549-2200, Ext 4316 or 4217

Page 1 of 2

FAX: (606) 539-4347

Date Printed: May 13, 2019

Name: Rau, Mr. Brian Edward

Program/Degree/Curriculum:

Graduate/Doctor of Philosophy/Leadership Graduate/Specialization/School Level Administration Degree Awarded: Doctor of Philosophy Specialization

DOB: Aug 11

**Date Granted:** 

May 4, 2019 May 4, 2019

Previous Institution: Univ Of Dayton, Mstr Sci

University Of Dayton, MArtsEd

Honors:

Cumulative GPA: 4.0000

Course Id		Title		Grade	Credits	QPnts	Course Id		Title		Grade	Credits	QPnts
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\* \* \* CONTINUED ON NEXT PAGE \* \* \*

MAY 1 3 2019

CHUCK DUPIER III, REGISTRAR

OFFICE OF THE REGISTRAR 6174 COLLEGE STATION DRIVE WILLIAMSBURG, KY 40769

University of the Cumberlands

PHONE: (606) 539-4316

(606) 549-2200, Ext 4316 or 4217

FAX: (606) 539-4347

Page 2 of 2

Date Printed: May 13, 2019

Name: Rau, Mr. Brian Edward

Program/Degree/Curriculum: Graduate/Doctor of Philosophy/Leadership Graduate/Specialization/School Level Administration Degree Awarded: Doctor of Philosophy Specialization

**Date Granted:** May 4, 2019 May 4, 2019

DOB: Aug 11

Previous Institution: Univ Of Dayton, Mstr Sci

University Of Dayton, MArtsEd

Honors:

Cumulative GPA: 4,0000

	Universi	ty Of Day	ton, MArtsEd ton, SPEC	a			Cumulative GPA:	4.0000		
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CHUCK DUPIER III, REGISTRAR

MAY 1 3 2019

University of Dayton Dayton, Ohio 45469-1330 (937) 229-4141



ACADEMIC LEVEL: G

Office of the Registrar Academic Transcript

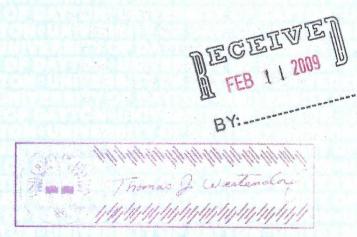
NAME: Rau DOB: 08/11 Brian Edward

STUDENT ID: 2672955

DATE ISSUED: 10 Feb 2009

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Ripley Union Lewis Huntington School District Barb Coleman Payroll Dept 120 Main St. Ripley, OH 45167



EPONAUTICAL UNIVERSITA

Student Name: Brian B Rau Student Number: 0425128 Date of Birth: August 11 Academic Program: M Aeronautical Science

Transcript Date: 07/24/2006 Page:1 of

OFFICE OF THE REGISTIVAR \* EXTENDED CAMPUS • DAYTONA BEACH, FIL.

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TO BE FORWARDED TO ANY THIRD PARTY WITHOUT CONSENT OF THE STUDENT. This officially seated and signed franscript is printed on blue SCRRP-SAFE® security projet with the name of the university printed in white stoos the face of the document. A taked seal is not required. When photocopied the word GOPY should appear, A BLACK City

THIS RECORD IS RELEASED WITH THE CONSENT OF THE STUDENT AND IS NOT

PAMELA A. THOMAS, DIRECTOR

DEFICE OF THE REGISTIVAR · EXTENDED CAMPUS · DAYFONA BEACH, FL

Student Number Date of Birth:

Transcript Date: 07/24/2006

Page:1 of

Academic Program: Aviation/Aerospace Safety Certificate Brian E Rau 0425128 August 11

TRANSCRIPT OF ACADEMIC RECORD

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