

The
Educational Services Commission
of New Jersey's



SCHOOL BUSINESS
ADMINISTRATOR
search
SERVICE



*Identifying leaders committed to effective
school management and fiscal integrity*

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DEAR SCHOOL SUPERINTENDENTS:

More than most, school superintendents appreciate the critical role School Business Administrators play in managing an effective school district.

In addition to constructing an annual, multi-million dollar budget (a challenge made more complex due to unpredictable state aid), proficient SBA's must have the ability to:

- Oversee day-to-day billing practices and purchasing requirements in compliance with federal and state laws;
- Supervise staff from departments as diverse as transportation, food services and facility maintenance.
- Respond to ever-changing state/federal health and safety requirements to ensure a secure and healthy environment for students, staff, volunteers and community members.
- Negotiate and collaborate with attorneys, architects, financial advisors, community leaders and other contractors regarding school issues.

Although School Business Administrators typically maintain a low profile within most school districts their decisions and recommendations often have a major impact in the provision of quality education for students, staff morale, perceptions of your schools by residents and others residing outside your district.

Consequently, identifying a SBA with both the financial and communication skills necessary is a difficult and time consuming board of education responsibility. To support board members in this demanding undertaking, the Educational Services Commission of New Jersey (ESC NJ), (formerly the Middlesex Regional Educational Services Commission) has established a School Business Administrator Search Service to identify, recruit and hire superior talent for this pivotal position.

I encourage you to review this SBA Search Service brochure and contact me directly to learn more about this critical shared service being offered on behalf of students and taxpayers.

Sincerely,

Mark J. Finkelstein
Superintendent of Schools
Educational Services Commission of New Jersey
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SCHOOL BUSINESS ADMINISTRATOR SEARCH FEE

The ESCNJ's search service fees are negotiable, and based on your district's personalized service requests and fiscal realities.

THE ESCNJ SBA SEARCH SERVICE ADVANTAGE

The SBA Search Service is a collaboration with Puleio-Strimple Associates, LLC. whose principles, Nicholas C. Puleio and James H. Strimple, Jr. bring over 60 years combined experience in the school business administration field.

The combination of Puleio-Strimple Associates, LLC, with ESCNJ's relationships with hundreds of educators and business leaders, provides boards of education with a powerful resource to support their effort to identify leading SBA candidates.

ABOUT PULEIO-STRIMPLE ASSOCIATES, LLC.

Founded in 2012, Nicholas C. Puleio and James H. Strimple, Jr. are the principles of Puleio-Strimple Associates, LLC. Mr. Puleio and Mr. Strimple are experienced SBA's who have worked for several school districts, and held leadership positions as county business administrators and presidents of the New Jersey Association of School Business Officials.

A certified school business administrator, Mr. Puleio earned a Bachelor's Degree in Business Administration, and a Master's Degree in Education from Trenton State College (now The College of New Jersey). Additionally, Mr. Puleio is a certified Qualified Purchasing Agent, and a certified Department of Education mentor. Mr. Puleio first served as the SBA for the Spotswood Board of Education in 1979. Over the next three decades, he was the SBA in Neptune, Lawrence and Brick Townships. In 2006, the New Jersey Commissioner of Education appointed him State Fiscal Monitor for the Camden City School District, a role he served in for 26 months.

After retiring in 2009, Mr. Puleio served as the interim SBA in several school districts, in addition to launching Puleio-Strimple Associates, LLC.

Mr. Strimple, RBA, QPA, received a Bachelor's Degree in

Political Science from Gettysburg College and began his career in education teaching social studies for seven years at the middle and high school levels. Mr. Strimple earned a Master's Degree in Education from Rutgers University and subsequently worked as Assistant School Business Administrator for the Scotch-Plains Fanwood, and Union Township School Districts.

Mr. Strimple was appointed School Business Administrator for the Montgomery Board of Education in 1985, serving as an integral part of the central office team for 20 years. During Mr. Strimple's tenure, he successfully managed a school district which rapidly grew from 1,200 to 5,000 students over seven years, in addition to overseeing building expansion programs, including construction of Montgomery High School, which has nearly 1,800 9-12th grade students.

Since retiring, Mr. Strimple has provided leadership and guidance as interim SBA for several districts. Mr. Strimple has also worked with an architectural firm, helping districts with ROD Grant applications and construction projects, along with establishing Puleio-Strimple Associates.

ABOUT THE ESCNJ

The ESCNJ began as The Middlesex County Educational Services Commission in 1977, providing support services to a handful of Middlesex County school districts. By 2005, we had established shared services relationships with 75 school districts in 11 counties, prompting the board at that time to request and receive unanimous State Board of Education approval to change its name to the Middlesex Regional Educational Services Commission. Further expansion led to a presence in all 21 counties, and the MRESC's Board of Directors requested a name change to The Educational Services Commission of New Jersey (ESCNJ) in 2016, which was unanimously approved by the State Board of Education.

As the state's largest service provider, the ESCNJ offers cost effective educational and business services to over 700 school districts and government agencies. The ESCNJ operates six of its own schools for student's ages 3-21 with autism, multiple disabilities, and at-risk behaviors, including two with on-site clinical support services. The ESCNJ also coordinates statewide transportation for approximately 14,000 students, and manages a Cooperative Pricing System with over 1,000 members, the state's largest cooperative buying program.

ESCNJ'S PERSONALIZED SCHOOL BUSINESS ADMINISTRATOR SEARCH SERVICE INCLUDES:

- Conducting interviews with appropriate staff and reviewing recommended materials to thoroughly understand the district's unique challenges



- Coordinate print and online job postings
- Strategic use of social media for identifying superior candidates
- Prescreening and discrete background checks of potential candidates
- Intensive second-level background check of finalists
- Facilitate meetings of board appointed School Business Administrator Search Committee
- Regularly update full board with written progress reports
- Share written synopsis and assessment of all candidates recommended for interviewing
- Manage logistics involved in scheduling in person and off-site interviews
- Provide media relations support for introduction of the new SBA to the community