

# **SCHMITT LEADERSHIP GROUP, LLC**

3763 Rush Mendon Road  
Mendon, NY 14506

## **Agreement of Services**

### **Introduction**

The St. Lawrence-Lewis BOCES on behalf of Parishville-Hopkinton Central School District and Colton-Pierrepont Central School District, hereafter referred to as SLL, Parishville-Hopkinton CSD, and Colton-Pierrepont CSD, will use the staff and expertise of the Schmitt Leadership Group, LLC to support the programmatic and fiscal needs of the districts from July 1, 2026 to June 30, 2027. The document authorizes the proposed services to be provided, with the understanding that these services may be increased, or amended, based on the needs and requirements of the component districts.<sup>1</sup>

### **Scope of Services**

The Consultant, in collaboration with the School Districts will:

1. Conduct a Reorganization Feasibility Study (Merger Study), which shall include a complete financial analysis (tax impact, debt service, Reorganization Incentive Operating Aid), facilities & transportation analysis, staffing implications (including the impact of Collective Bargaining Agreements), governance structure, enrollment and demographic projections
2. Analyze current staffing and leadership structures to identify potential operational efficiencies, shared staffing models, and service alignment
3. Identify educational opportunities for all students-academic, extracurricular, athletic, and enrichment
4. Facilitate public forums

The following are considered deliverables under the scope of this engagement:

1. Initial planning meeting with School District Leaders
2. Interim updates and data reviews
3. Draft Reorganization Feasibility Report
4. Final Reorganization Feasibility Report meeting all NYS Education Department requirements (print-ready)
5. Presentation to each Board of Education and community forum

### **Reorganization Feasibility Study Cost, Product, and Timeline**

The cost of this proposed reorganization feasibility study is \$84,600.00 divided as \$50,000.00 for the Parishville-Hopkinton CSD and \$34,600.00 Colton-Pierrepont CSD. These totals include all professional services, research, stakeholder engagement, report preparation, and up to 10 in-person meetings. The estimated total time commitment is two hundred ninety-three (293) hours. The cost proposal is designed to be comprehensive while allowing for flexibility in addressing

any additional needs that may arise during the study. Once the study is completed, the consultants will prepare a report on the various aspects of the reorganization feasibility study as described above and will present this report to the two boards of education.

### **Post-Study Consultation**

Should the study recommend a reorganization of the districts, the consultants will provide six (6) months of structured transition support at no additional costs, to guide districts through the reorganization process. This support will include supporting the consultants communicating the reorganization study, assisting leadership teams in developing actionable plans with defined timelines, aligning professional development for administrative teams and boards of education, and creating resources to support new practices. In addition, the consultants will help districts address unforeseen challenges by clarifying regulatory requirements and troubleshooting obstacles as they arise.

The goal of post-study consultation is to build sustainable district capacity, strengthen communication systems, and ensure that any approved study's recommendations translate into meaningful, long-term improvements for students, staff, and the community.



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Dr. Brian Schmitt, Co-Founder  
Schmitt Leadership Group, LLC

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Steven Coffin, Superintendent  
Parishville-Hopkinton CSD

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Jennifer McKinley, Superintendent  
Colton-Pierrepoint CSD

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Darin Saiff, District Superintendent  
St. Lawrence-Lewis BOCES

<sup>1</sup> Detailed proposals will be provided for each project upon engagement.