



Gary Community School Corporation

Doing What is Best for Students - Today - Tomorrow - Everyday

DECEMBER 13, 2017

SUBMITTED BY:

DR. PEGGY HINCKLEY
EMERGENCY MANAGER

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GARY, INDIANA

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Submitted to:
DISTRESSED UNIT APPEALS BOARD
Indiana Government Center South
402 W. Washington Street
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1988 Polk Street
Gary, IN 46407 (219) 886-6400

OFFICE OF THE EMERGENCY MANAGER
Dr. Peggy Hinckley, Emergency Manager
phinckley@garycsc.k12.in.us

December 4, 2017

Ms. Courtney L. Schaafsma
Executive Director
Distressed Unit Appeal Board

Dear Ms. Schaafsma and Members of the DUAB:

I am recommending the DUAB approve the hire of Mr. Leonard Moody for the position of Chief Financial Officer (CFO) of the Gary Community Schools Corporation (GCSC).

Mr. Moody has extensive experience with school finance and is well qualified to serve GCSC as CFO. His school finance experience includes work with Chicago Public Schools and Chicago State University. While serving those two organizations, Mr. Moody encountered fiscal and operational challenges like those facing GCSC.

In addition to a one-on-one interview with me, Mr. Moody interviewed one-on-one with Mr. Eric Parish and a panel of GCSC finance and administrative personnel. Mr. Moody was the unanimous recommendation from everyone on the panel and Mr. Parish.

Mr. Moody's references were checked and were exemplary/ Terms such as honest, ethical, smart and hard-working were frequently expressed. References also related first-hand knowledge of Mr. Moody's work in forensic accounting, auditing, financial statement preparation, planning, attention to detail and leadership.

I propose a starting salary of \$100,000 with the potential to earn up to \$10,000 in incentives payable in \$2,500 increments tied to achieving the following milestones.

1. April 30, 2018 – Submit GCSC Finance and Accounting job duties, assignments and organizational structure that optimizes department and GCSC efficiency and productivity - \$2,500.
2. July 31, 2018 – New Payroll system implemented and operating - \$2,500.
3. November 1, 2018 – Site based budget adopted and all State required budget documents successfully submitted - \$2,500.
4. January 31, 2019 – Successful employee review (composite score of 4.0 or higher on 5.0 scale) as completed by Emergency Manager with input from GCSC personnel - \$2,500.

Following successful completion of the fourth milestone, Mr. Moody's incentive agreement will remain in place but with four new incentive milestones as determined by the Emergency Manager and to completed by January 1, 2020.

Sincerely,

A handwritten signature in black ink that reads "Peggy Hinckley". The signature is written in a cursive style.

Dr. Peggy Hinckley
Emergency Manager

Leonard Moody

ACTING CFO - THE UNIVERSITY FOUNDATION AT CHICAGO STATE

Chicago, IL 60643

leonardmoody2_h4o@indeedemail.com - 312 218 0351

Transformational Leader

Willing to relocate: Anywhere

Authorized to work in the US for any employer

WORK EXPERIENCE

ACTING CFO

THE UNIVERSITY FOUNDATION AT CHICAGO STATE - Chicago, IL - 2017 - Present

The fundraising and private gift-receiving arm of Chicago State University
Direct the financial operations of the Foundation, ensuring the integrity of financial reporting, regulatory compliance, internal controls, banking relationships, investment management, and supporting fundraising and operational efforts of University departments.

KEY ACCOMPLISHMENTS:

- Performed crisis management of the external audit process for both the current foundation and its predecessor, securing an unqualified audit opinion for both entities in spite of extensive staff turnover and IT system issues.

DIRECTOR, ASSURANCE SERVICES

BRONNER GROUP - Chicago, IL - 2016 - 2016

A professional services company delivering strategy, transformation, and accountability consulting services. Led multi-disciplined teams of experts providing custom solutions for the challenges facing clients. Directed internal auditing, risk management, process improvement, and change management engagements, as well as internal control design and evaluation.

KEY ACCOMPLISHMENTS:

- Managed all aspects of service delivery to the firm's largest client (a \$1.2M contract), serving as the outsourced internal audit function for a \$1B government agency. Resolved outstanding payment issues and transformed a strained relationship into a positive one.
- Expanded company reach and accelerated profit by intensifying the search for requests for proposals (RFPs) and then writing quality proposals, gaining three new clients worth \$240K in just three months.

DIRECTOR, INTERNAL AUDIT

CHICAGO PUBLIC SCHOOLS - Chicago, IL - 2000 - 2015

The city's school district with over 435,000 students in more than 650 schools. Led the internal audit function of a \$6B government entity. Managed a team of financial professionals and a \$2.3M budget. Hired, trained, and evaluated employees. Developed and implemented the annual audit plan. Introduced and adopted best practices, including Lean methodology, data analytics, and Six Sigma techniques, into audits and departmental reviews.

KEY ACCOMPLISHMENTS:

- Transformed a struggling department into a high-performing team and influenced an organizational shift toward embracing higher levels of accountability.
- Initiated the risk management process for the district resulting in the purchase of laptop and mobile electronics tracking services. Saved over \$200K, retrieved hundreds of items, and significantly deterred theft.
- Championed the adoption of Sox section 404 documentation of internal controls for major financial functions even though it was not mandatory for a government agency.
- Saved millions in transportation costs through traditional compliance audits and reviews of effectiveness.
- Recovered thousands in fraudulent payroll charges and prevented thousands more.
- Restored the confidence of donors in Children's First Fund, a nonprofit affiliate that solicits donations from various foundations. Performed crisis management and restructured administrative functions.
- Awarded dozens of scholarships and raised over \$500K annually by successfully managing the CPS/UNCF Scholarship Fund Campaign.
- Applied lean techniques to accelerate the hiring process and get access to the best teacher candidates.
- Identified ineligible healthcare beneficiaries, saving tens of millions over time.
- Enhanced organizational efficiency by implementing an effective fraud deterrence system for 600 schools.
- Improved payroll department operations by adding proper controls, staff, and processes.

EDUCATION

BACHELOR OF SCIENCE in ACCOUNTING

FLORIDA A&M UNIVERSITY - Tallahassee, FL

SKILLS

ACCOUNTING, Accounting Management, audit, Financial Analysis, internal controls

LINKS

<http://www.linkedin.com/in/leonardmoody>

CERTIFICATIONS/LICENSES

Certified Public Accountant (CPA)

Present

ADDITIONAL INFORMATION

EXPERTISE • Internal Audit Management • Strategic Planning & Analysis
• Accounting Management • Project Management
• Financial Reporting • Audit Scope Design
• Financial Analysis & GAAP • Internal Controls