



## Monterey County Management

### Assistance Team

### (MCMAT)

**Robert Costa** Team Lead, brings thirty-eight years of experience as an Assistant Superintendent of Human Resources, Assistant Superintendent of Curriculum and Instruction, Director of Human Resources, elementary and middle school principal, and an appointment serving as Acting Superintendent. His experiences in labor relations, negotiations, and contract management and position control provide him with a strong background in working with districts. He has developed models to promote practical communications with the business office to ensure healthy labor relations. He is the author of the *Human Resources Planning Guide and Calendar* published by the Monterey County Office of Education.

**Ed Costa** is an ACSA Superintendent Emeritus, and has served as Superintendent, Chief Business Official, Director of Human Resources, Director of Categorical Programs, Principal, Teacher and Coach. Ed is experienced in School Governance, Management Assistance, School Administration, Educational Leadership, Human Resources, Fiscal Management, Management Information Systems, Categorical Programs and Special Education. His practical knowledge of Educational Leadership, Public School Governance and Educational Finance offers in-depth insights and services to organizations and districts.

**Diane Ray** has thirty-eight years of experience in school business operations. Having served in numerous roles in a rural elementary district (including 30 years as Chief Business Official), Ms. Ray's duties encompassed the full spectrum of business processes. Diane is experienced in district budgets, categorical programs, payroll, accounts payable/receivable, human resources, risk management, district Williams Facility Inspections, and modernization and building projects.

**Gertrude Robinson** has served twenty-six years of her career in school business which started with various clerical positions including payroll, purchasing, and accounting. She previously graduated from Business College in Austria and worked in private business for 12 years. Gertrude was a Financial Analyst serving 12 local school districts by assisting them with financial reports and accounting. Her management career began with supervising the internal business function of the Monterey County Office of Education. Her final position with this organization was the position of Director of Fiscal Services, overseeing both internal and external functions. In 2006 she became the Chief Business Officer of the Soledad Unified School District until her retirement in 2012.

**Augie Scornaienchi** has assisted districts throughout Northern California in reviewing their key administrative policies, practices, and procedures, and developing and maintaining sound fiscal practices. His experience and expertise in operational and strategic planning and school restructuring, along with his ability to work successfully with individuals and groups representing divergent views, have positively impacted many school systems. He is a former Alameda County Superintendent of Schools.

**Jan Tabarez** has forty-five years of school district experience, serving as Chief Business Official, Director of Fiscal Services, Business Manager, Accountant, Purchasing Agent and Food Services. Ms. Tabarez has also served as a Business Advisor with the Alameda County Office of Education and as the AB1200 Coordinator for the Napa County Office of Education. Ms. Tabarez' diverse experiences with small, rural (ADA 660) districts and with medium size, urban districts (ADA 5,000 to 10,000) have provided her with a breadth of skills, system knowledge, and materials to assist local districts.

**Karl Klausner** served the Alameda County Office of Education for 22 years, providing leadership in assessment, educational services and instructional technology, with a career-long emphasis on grantsmanship and publication development. As Assistant Superintendent of Administration and Program Development, he served as legislative liaison, oversaw public information and community relations, and directed marketing activities. Karl was also employed by CSU East Bay as Associate Director of CalStateTEACH. (Northern California). Mr. Klausner is the primary editor for MCMAT reports, publications and other materials.