



# California's Education Solutions Leaders

EH&A (formerly Eric Hall & Associates), now combined with MGT, offers a rich heritage of educational expertise and experience which lifts up education for communities in California and beyond. EH&A provides facility planning, project management, human capital consultation, as well as financial and organizational solutions. Specific services include:

- Facilities master planning
- Architect/Contractor selection
- Program/Project management
- Community involvement
- Budget and fiscal stabilization
- School efficiency/Consolidation
- Resource management
- Human resources studies
- Organizational alignment
- Network and cyber security
- DEI training and programs
- Safety/Security analysis



## Did you know?

We've recently combined with a few best-in-class companies to elevate our commitment to our clients. Our full suite of solutions helps enhance learning and life outcomes for PK-12 students across the country.



**150 School Districts  
Served in California**



**50 Million Students  
Served Nationally**



**13,000 Client  
Engagements**



# Education Solutions: Facilities

Our experienced team has worked in Facilities, Planning, Design, Project Management, and Construction across hundreds of educational organizations. We offer a wide range of services related to Facilities Development to enhance your learning environments and ease your process. Specific services such as master planning, bond program management, school consolidation, and staff augmentation are personalized to meet your needs and help you build a better future for your students and your district.

## Planning

- Master planning
- Educational specifications
- Asset management
- Capacity analysis
- Demographic/Enrollment studies
- State agency liaison
- Safety/Security analysis

## Programming

- Transportation plans
- Architect/Contractor selection and consultant team
- Project management

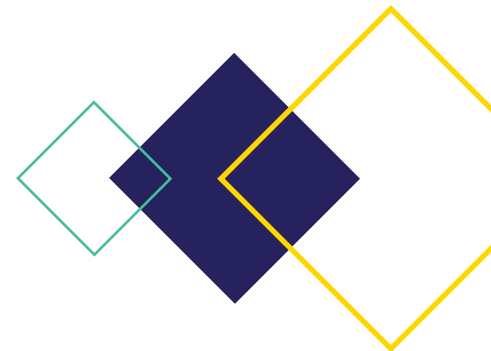
## Funding

- State school facility programs
- Developer fees/Negotiations
- Local bond program support
- Cash flow analysis & Projections

- On-site expertise
- Facilities condition assessments
- Program efficiency
- Public reporting
- Capital improvement plans

## Project Management

- Owner's representative
- Procurement
- Close-out
- Staff augmentation



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Planning



Funding



Programming



Project Management

For more information visit [EHandA.com](http://EHandA.com), please contact Bob Nicholson at [Bob@EHandA.com](mailto:Bob@EHandA.com) | 760.602.9352 • 858.414.6268 or Khary Knowles at [Khary@EHandA.com](mailto:Khary@EHandA.com) | 619.322.3357.



# Education Solutions: Finance

A Districts' path to success is rooted in a strong financial foundation to operate effectively. Our team of professional school district leaders provides full business and financial services through staff augmentation and independent fiscal reviews. We will work with you to address fiduciary tasks associated with budget development, interim reporting, multi-year projections, multi-fund accounting, revenue maximization, school consolidations and realignments as well as challenges related to declining enrollment, to name a few.

## Budget & Fiscal Stabilization

- Multi-year projections
- Trend analysis
- Forecasting and reporting
- Budget development
- Year-end closing

## Resource Maximization

- Enrollment projections
- Position control
- Staffing ratios
- Efficiency studies

## Building Organizational Capacity

- Professional development
- CBO, director, and group training
- Technical staff and district-wide management team training
- Staff augmentation & Interim solutions

## Revenue Enhancement

- Attendance initiatives
- Data analysis
- Maximizing UPC/UPP

## Community Involvement

- LCAP forums
- Budget committees

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Fiscal Stabilization



Revenue Enhancements



Capacity Building

For more information visit [EHandA.com](http://EHandA.com), please contact Barry Dragon at [Barry@EHandA.com](mailto:Barry@EHandA.com) | 760.602.9352 or Khary Knowles at [Khary@EHandA.com](mailto:Khary@EHandA.com) | 619.322.3357.



## Education Solutions: Human Resources

Our personalized human resources services enhance the quality of teaching and learning by sourcing the best and brightest talent and ensuring a competitive talent environment. Having a solid plan in place is the only way to reach your long-term vision and goals, and our people-based solutions will help your school district thrive.

### Classification & Compensation

- Job analysis and evaluation
- Salary surveys
- Compensation market analysis
- Wage surveys and total compensation
- Job description maintenance

### Staff Support

- Interim HR management support
- Employment testing improvement
- High-impact hiring

### Performance Management

- Professional development
- Leadership and group training
- Performance evaluation process review
- Function based job evaluations

### HR Management

- Executive searches
- Redesign roles & relationships
- Organizational communication

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Class & Comp



Management



Staff Support

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