



Search for the Executive Director Arizona School Boards Association Insurance Trust

THE SEARCH

The [Arizona School Boards Association Insurance](#) Trust (ASBAIT), a member-driven organization dedicated to providing high-quality, affordable health benefits to Arizona’s public education community, is seeking nominations and applications in the search for their inaugural Executive Director.

ASBAIT operates as a critical extension of the [Arizona School Boards Association](#) (ASBA), a statewide nonprofit serving more than 200 school boards and districts. Established in 1981 to serve employees and their dependents, ASBAIT combines long-term stability with thoughtful innovation, offering flexible plan options, disciplined stewardship, and a high level of service tailored to the diverse needs of school districts across the state. Together, the two organizations share a commitment to strengthening Arizona’s public education system by supporting the leaders and employees who make student success possible.

ASBAIT—now serving 116 Arizona school districts – has grown significantly over the past decade. In the past year, the organization has seen an over twenty percent increase in total membership, made up through the addition of more than 14 new participating school districts. ASBAIT, historically led by a volunteer Board of Trustees, is at an inflection point as it seeks an inaugural Executive Director to seize on this momentum to bring the organization to higher levels of impact. This is a unique opportunity for a visionary, innovative builder to shape the future of the organization, defining its strategic direction, strengthening its operations, and expanding its reach. The Executive Director will serve as a visible, public-facing leader, with a mandate to steward ASBAIT’s evolution from a successful organization into an enduring sector leader. For the right leader, this role offers the opportunity to leave a lasting imprint on a mission-driven organization; with a strong foundation and a proven track record of delivering value to its members, ASBAIT is well positioned for this next phase.

As the organization enters this new chapter, the Executive Director will play a central role in ensuring that ASBAIT continues to be a trusted, high-impact provider of health benefits for Arizona’s public education workforce. To be successful, the Executive Director will address a number of key opportunities and challenges, listed below and outlined later in this document:

- Position ASBAIT for growth as the premier provider of high quality, affordable health benefits for Arizona’s public education sector;
- Serve as an ambassador, deepening member relationships while advancing ASBAIT’s reach and impact;
- Drive operational excellence by aligning people, processes, systems, and key external partners in an evolving organization; and
- Serve as a trusted partner to the Board of Trustees.

A list of the desired qualifications and characteristics for the role is outlined in this document, which was prepared by the search committee with the assistance of Isaacson, Miller, a national executive search firm. All applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

ABOUT THE ARIZONA SCHOOL BOARDS ASSOCIATION INSURANCE TRUST (ASBAIT)

For over 45 years, the Arizona School Boards Association Insurance Trust (ASBAIT) has stood at the intersection of public education and innovative healthcare delivery, advancing the well-being of the educators, administrators, and staff who serve Arizona’s students and communities. Established in 1981 by the Arizona School Boards Association (ASBA), ASBAIT was created in direct response to a growing need among school districts for high-quality, cost-effective employee health benefits. Since its founding, ASBAIT has evolved into a cornerstone of Arizona’s public education infrastructure, offering comprehensive, member-driven healthcare solutions tailored specifically to the unique needs of school systems.

Today, ASBAIT is the largest group healthcare pool in Arizona dedicated exclusively to public schools, charter schools and community colleges, serving 116 member districts across all 15 counties in Arizona and covering more than 19,500 employees and their dependents. ASBAIT’s enduring success reflects a deeply embedded commitment to its founding philosophy: that those who educate, nurture, and protect Arizona’s students deserve affordable, accessible, and high-quality healthcare.

Governance

ASBAIT operates under a member-governed trust model, guided by a Board of Trustees comprised of school board members, superintendents, and business officials from across the state. This governance structure ensures that decision-making remains closely aligned with the priorities of participating districts, fostering a culture of accountability, transparency, and shared stewardship. ASBAIT’s longevity speaks to the strength of this model and the value delivered to its members over time.

Importantly, ASBAIT operates as a critical extension of ASBA, which serves more than 200 school boards and districts through governance training, advocacy, and policy support. Participation in ASBAIT is available to ASBA member districts, reinforcing the close alignment between the two organizations.

Benefits Strategy and Offerings

A hallmark of ASBAIT's approach is its ability to combine scale with customization. ASBAIT offers a full suite of benefits, including multiple medical plan options, dental, vision, life insurance, and health savings accounts, alongside robust wellness, disease management, and preventive care programs. These offerings are designed not only to meet a wide range of budgetary needs, but also to improve health outcomes and reduce long-term costs through a deliberate focus on sustainable value.

ASBAIT approaches benefit design through a customer and mission-centric lens, evaluating programs and technologies based on their ability to support member districts and the individuals they serve. This commitment is reinforced through ongoing collaboration with members, ensuring that solutions are informed by real-world needs to drive relevance, responsiveness, and innovation.

ASBAIT has consistently invested in programs that advance "whole member health," reflecting a strong preventative care focus. From biometric screenings and nurse health coaching to virtual care solutions and innovative partnerships, ASBAIT prioritizes proactive health management. These efforts have generated measurable impact, including more than \$16 million in cost avoidance through managed care and wellness initiatives, underscoring ASBAIT's dual commitment to improving outcomes while maintaining financial discipline.

Equally important is ASBAIT's dedication to transparent and accountable stewardship of resources. ASBAIT's model reflects a broader philosophy of sustainable financial stewardship, ensuring that resources are used responsibly to maximize value for member districts while preserving strong reserves and long-term stability.

ASBAIT's network infrastructure further demonstrates its commitment to access, quality, and member choice. Through national and regional provider partnerships, ASBAIT ensures that members can receive care where and how they need it, including options that reflect geographic and community-specific considerations. This flexible, member-centered approach extends to a wide variety of benefit solutions, enabling districts to select coverage levels and cost structures that align with their workforce needs. More information about ASBAIT's benefits offerings can be found [here](#).

ROLE OF THE EXECUTIVE DIRECTOR

The Executive Director serves as the driving force behind ASBAIT's continued success, providing visionary leadership, operational stewardship, and sound fiscal management for ASBAIT. Reporting to the Board of Trustees, this individual will play a pivotal role in translating strategy into action, ensuring that ASBAIT's mission is carried forward with excellence and integrity.

In this role, the Executive Director will oversee the administration of comprehensive employee benefits programs serving public school districts across Arizona, shaping an experience that is both high-quality and deeply responsive to members' needs. The successful candidate will champion ASBAIT's long-term

financial strength, uphold rigorous regulatory standards, and guide thoughtful, data-informed decision-making.

The Executive Director will have oversight of a nearly \$200 million budget and will collaborate closely with the Board of Trustees and a diverse group of external partners, including consultants, plan administrators, legal counsel, and key vendors such as Acrisure and Meritain Health. More about the Board of Trustees can be found [here](#).

This leader will be entrusted with safeguarding and advancing a benefits program that delivers meaningful, cost-effective support to thousands of educators and school employees, reinforcing ASBAIT's position as a trusted partner to Arizona's public education community.

KEY OPPORTUNITIES AND CHALLENGES FOR THE EXECUTIVE DIRECTOR

Position ASBAIT for growth as the premier provider of high quality, affordable health benefits for Arizona's public education sector.

With more than four decades of stability and innovation, ASBAIT is well positioned for its next chapter. As ASBAIT enters a pivotal moment in its evolution, the inaugural Executive Director will play a defining role in shaping the organization's future. This leader will set and execute a forward-looking strategic vision, aligning the Board of Trustees, consultants, and partners around a cohesive approach to growth, outreach, and engagement. The Executive Director will clearly articulate ASBAIT's unique value proposition and lead efforts to elevate its visibility and impact across Arizona's public education sector.

Built on a strong foundation of steady membership growth and long-standing district relationships, ASBAIT has a compelling opportunity to cement its position as the gold-standard health benefits provider for Arizona's public school districts. Over time, the Executive Director will strengthen ASBAIT's reputation as the trusted choice statewide, evaluating new growth opportunities while ensuring core offerings remain competitive, financially sustainable, and responsive to evolving member needs.

Serve as an ambassador, deepening member relationships while advancing ASBAIT's reach and impact.

The Executive Director will be the visible and trusted face of ASBAIT, deepening long-standing relationships with current members while building new connections across Arizona's public education community. Through a strong presence with superintendents, business officials, and board members, and active engagement at conferences, convenings, and district visits, this leader will elevate ASBAIT's profile and influence statewide. Success in the role will be defined not only by sustained membership growth, but by strong member loyalty, increased visibility, and a reinforced reputation as a valued, mission-driven partner. As ASBAIT continues to evolve, the Executive Director will balance growth with stewardship, expanding the organization's reach and impact while remaining firmly grounded in its values and responsibilities.

Drive operational excellence by aligning people, processes, and systems in an evolving organization.

ASBAIT operates within a highly collaborative and interdependent ecosystem that requires close coordination among the ASBAIT Board of Trustees, ASBA leadership, external consultants, legal counsel, and key vendor partners, including Meritain Health and Acrisure. The Executive Director will serve as the central integrator across this enterprise, bringing clarity, alignment, and disciplined execution to a complex operating model. This leader will ensure clear roles, effective decision-making, and strong governance support, including navigating sophisticated contractual relationships, participating in negotiations and legal discussions, and providing the Board with timely, actionable insights.

Serve as a trusted partner to the Board of Trustees.

The Executive Director will cultivate a strong, collaborative partnership with a highly engaged Board of Trustees, working together to shape ASBAIT's strategic direction and long-term success. In close alignment with the Board, this leader will support sound governance, shared decision-making, and effective execution of ASBAIT's mission and priorities. Through open, candid, and ongoing dialogue, the Executive Director will ensure the Board is well informed on organizational performance, emerging opportunities, and strategic considerations. Serving as a trusted connector among the Board, external partners, and Arizona's public education community, the Executive Director will help foster alignment, confidence, and shared stewardship as ASBAIT continues to evolve.

QUALIFICATIONS AND CHARACTERISTICS

A demonstrated interest in and commitment to ASBAIT's mission and vision is essential for this role. The successful Executive Director will also possess many, if not all, of the following professional qualifications, skills, and experiences:

Education and Experience

- Bachelor's degree in Business Administration, Human Resources, Finance, or a related field (required);
- Minimum of 5 years of management experience, with at least 5-8 years directly in employee benefits administration or public systems;
- Relevant professional certifications such as Certified Employee Benefit Specialist (CEBS), Certified Public Accountant (CPA), or Senior Professional in Human Resources (SPHR);
- Sales and marketing experience, particularly in public sector or benefits-related environments;
- Experience working with and reporting to a Board of Directors; and
- Experience in the public sector or with school administration.

Knowledge, Skills, and Abilities

- Proven ability to be a self-starter, demonstrating initiative, sound judgment, and the capacity to work independently with minimal direction;

- Understanding of the Arizona education landscape, including public education systems;
- Familiarity with the healthcare space, including industry trends and regulatory considerations;
- Working knowledge of Open Meeting Laws and requirements for public governing bodies;
- Demonstrated fiscal management and budgeting skills, with knowledge of institutional investing and actuarial principles;
- Exceptional leadership, strategic thinking, and problem-solving abilities;
- Outstanding written and verbal communication skills, including the ability to present complex information clearly;
- Strong people skills and the ability to build effective working relationships with all stakeholders; and
- High level of honesty, integrity, and personal accountability.

COMPENSATION AND LOCATION

Salary will be commensurate with experience and education. The anticipated salary range for this position is \$140,000 - \$160,000 annually. ASBAIT offers a comprehensive benefits package, including health, dental, and life insurance, a defined benefit retirement plan, and paid time off.

Location for this position is flexible within the state of Arizona, with approximately 35-40% travel throughout Arizona expected. Those seeking an on-site office may elect to work from the ASBA offices in Phoenix, AZ.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/arizona-school-boards-association-insurance-trust-asbait/executive-director>.

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Applicants are considered for positions without discrimination on the basis of race, color, religion, sex, national origin, age, disability, genetic information, citizenship status, military service, or any other status protected by federal, state, or local laws.

This document has been prepared based on the information provided by the Arizona School Boards Association Insurance Trust (ASBAIT). The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by ASBAIT would supersede any conflicting information in this document.