

District Hearing Officer

Ric Borom – President
Changing Behaviors, LLC
(480) 988-9970
rborom@gmail.com

Ric is available Monday-Friday with only minor restrictions. Mornings are usually the best. His rate is \$300 per hearing which includes (prep, hearing, travel, final report, and telephone follow-up if needed).

Fred J. Coates
(480) 987-6500
(480) 201-8827
fredjcoates@gmail.com

Fred is available any day of the week but does hearings for two other districts, so he would need as much notice as possible to make sure there are not conflicts. His rate is \$800 per hearing which includes (prep, hearing, final report & follow-up if needed). He does charge for travel time.

Jim Lockwood
(602) 531-2386
jimlockwood53@gmail.com

Jim is available as long as we can give him a small amount of time to plan for the time off. He works full time for Gilbert Schools. His rate is \$70 per hour and a typical hearing lasts for 3 hours. This includes (prep, hearing, write-up & follow-up if needed). Travel time is extra and usually one hour or less.