

Report on Superintendent Search companies

Method: I sent the same email to all 4 companies, asking what they would charge for the basic services we discussed (advertise, collect applications, screen applications, background check on top applicants, submission to us of 3 names, with 2 additional in reserve). I also asked what they would charge should we want a simultaneous search for an interim.

Results:

Ray Associates: Gary Ray called me. Said his company is biggest search firm in the country, everyone in the industry emulates them. They do brief videos of each finalist answering 3 questions, with one minute to answer each. Videos would be sent to us at no additional charge. They go to all relevant major conferences and have a broad reach. They'll use their 170 associates to recruit and will recruit at the AASA conference. Will do detailed background investigation. Base fee for search: \$13,500.

FMS: Beth Saunders (contact person) said she'd get back to me with a proposal by 1/27. That did not happen.

HYA: Despite the fact that their letterhead has the West Coast Regional Office located in Jersey City, NJ and their Northeast Regional Office in Palo Alto, CA, a district that recently used them was quite positive and enthusiastic about their service. Dr. Bill Adams, from HYA called me, said his firm is great. Fee would be reduced to \$16,500 from the initial \$20,500, but everything is an add-on, e.g., \$1950 for basic advertising, \$1105 for basic background search/person, \$1900 for extensive background search (they use an independent private investigation firm). The NH district that used them, used their own PD to do the background search, thus saving some money.

McPherson & Jacobson: "Yes, we can do a reduced search (advertising, recruiting, and screening), the fee for those parts would be \$13,000. Adding on an interim search to this option would be \$5,000 additional, for a total of \$18,000.

In our proposal we proposed our full search process for \$18,500. If the district would like the full search process, there would not be an additional charge to find an interim for the district. Also, when a district purchases our full search process, we offer a 2-year guarantee. If the superintendent leaves within two (2) years of being hired, we will conduct another search for the district without any fees, only expenses."