

COLUMBIA PUBLIC SCHOOL DISTRICT

Bid Tab

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| BID NO: | C-21027 |
| SUBJECT: | Executive Search Firm |
| DATE: | 11/23/2020 |
| SCHOOL/DEPT: | Admin/HR |
| AWARDED TO: | Ray & Associates |
| NOTE: | <p>The primary focus of the RFP was to gather information related to the following:</p> <ul style="list-style-type: none"> Ability to develop search criteria that incorporates the District's goals and the leadership characteristics that the Board of Education and community consider desired qualifications Hours to be dedicated to the search Specific staff assigned to CPS and their related experience Other Missouri school district clients Availability for dedicated services for the search Ability to conduct a national search that will include advertising the position broadly |

| Firms | Search Fee |
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| Missouri School Boards' Association Columbia, MO | 8% salary of incoming superintendent |
| Frederick Andrews, LLC Aliso Viejo, CA | \$15,000.00 |
| McPherson & Jacobson, LLC* Omaha, NE | \$21,900.00 |
| Ray and Associates, Inc. St. Louis, MO | \$25,000.00 |
| Powelson Consulting, LLC Galveston, TX | \$25,000.00 |
| Hazard Young Attea Associates Schaumburg, IL | \$27,500.00 |
| Buffkin/Baker Brentwood, TN | \$60,000.00 |