

# FINANCIAL SUMMARY OF SEARCH FIRMS FOR SUPERINTENDENT SEARCH

	Wisconsin Association of School Boards (WASB)	McPherson & Jacobson L.L.C.	SCHOOL EXEC CONNECT	Hazard, Young, Attea and Associates,	RAY & ASSOCIATES
Base Cost	\$12,500	\$9,950	\$14,900	\$15,500	\$17,500
Additional Potential/ Estimated Costs	\$699	\$4,100	\$2,200	\$1,800	\$6,500
Additional Costs	<i>advertising included above</i>	<i>advertising, stakeholder meetings, reviews, and travel - included above</i>	advertising, background checks (\$800), etc.	online survey = \$2,000   Background Check = \$1,950	Candidate Travel Reimbursement is estimated at \$2,000 per candidate.
<b>TOTAL ESTIMATED COST*</b>	<b>\$13,199</b>	<b>\$14,050</b>	<b>\$17,100</b>	<b>\$17,300</b>	<b>\$22,700</b>

\*Note: All estimated total costs are likely to increase through additional meetings and services, including reference checks.

Special Notes:					
Conducted 440 searches	Conducted more than 1,000 searches	Conducted 500 supt. searches	Conducted 1,600 searches; more than 80 per year	45 years of conducting searches nationwide	
99% retention rate after 1 year		97% retention rate after 1 year	Conducted 25 WI searches	One WI reference - Berlin Area S.D.	
88% retention rate after 2 years					
82% retention rate after 3 years			94% retention rate after 3 years		

  

Likely Leaders for Search:					
<b>Dr. Kelly Thompson</b>	<b>Dr. Vance Dalzin</b>	<b>Dr. Matt Gibson</b>	<b>Dr. Mike Richie</b>	<b>Dr. Daniel Bittman (Brainerd, MN)</b>	
Muskego-Norway Supt. 2012-24 (30 total years in same district)	Oakfield Supt. 2016-21	Elmbrook Supt. (17 years)	Tomorrow River Supt. 2019-23 Northand Pines Supt. 2004-18	Elk River (MN) Supt. until Dec. 2024	
<b>Dr. Patti Vickman</b>	<b>Brian Hanes</b>	<b>Dr. Patricia Antony</b>	<b>Scott Winch</b>	<b>Dr. Ann Schultz</b>	
Southern Door Co. Supt. 2012-21	Ashwaubenon Supt. 2011-18 Oostburg Supt. 1997-2011	Mayville Supt. (retired 2016)	Owen Withee Supt. 2022-present Stratford Supt. 2004-22	Executive Dir. Cherry Creek Academy (CO)	