



January 7, 2020

Ms. M. Sue Kelly, President
Traverse City Area Public Schools
412 Webster Street
Traverse City, MI 49686

Dear President Kelly and Members of the Board of Education:

Please accept this proposal for superintendent search services. After a careful review of the scope of services and search firm expectations defined in the Request for Proposals, we believe MASB is particularly well suited to support Traverse City Area Public Schools in its search for a new superintendent.

Having had the opportunity to work with the TCAPS board in the past, MASB understands that Traverse City Area Public Schools is unlike any other district in the state or the country. We offer TCAPS a search team that is equally unique and dynamic. If chosen, the MASB search team for TCAPS will include experts in executive search, human resources, public engagement, school law, marketing, and even video production.

Finding the right superintendent for Traverse City Area Public Schools is paramount. Every year, MASB conducts more searches in Michigan than any other firm in the state or nation. The tenure of superintendents we place is more than double that of the national average. MASB has been serving Michigan's school boards since 1949 - the TCAPS board and community can trust MASB to support you through this critical process.

As Director of Leadership Development and Executive Search Services, I would consider it a privilege to serve as lead consultant for your search. I will be available during the week of January 20th to participate in a telephone interview. Please know that I will work closely with the Board to customize a search process that works for your district and community. Don't hesitate to contact me if you require additional information or if I may be of further assistance.

Thank you for your time and consideration!

Most sincerely,

A handwritten signature in black ink, appearing to read 'Greg Sieszputowski', is located below the 'Most sincerely,' text.

Greg Sieszputowski
Leadership Development and Executive Search Services Director
Michigan Association of School Boards
O: (517) 327-9224 | C: (517) 989-619-7867 | gregs@masb.org

**Michigan Association
of School Boards**
1001 Centennial Way, Ste. 400
Lansing, MI 48917

800.968.4627
517.327.5900

masb.org



A proposal for superintendent search services for:



Table of Contents

About MASB	2
Why Choose MASB	2
Nationwide Network.....	3
Search Team.....	3
Scope of Work.....	4
Timelines	4
Cost	5
Stakeholder Input	5
Open Meetings Act	5
Guarantee of Service	5
Contact Person.....	5
Superintendent Search	5
Statement of Assurance.....	9
Searches Completed by MASB.....	10
Approximate Costs.....	Appendix A
List of Placements/References.....	Appendix B

About MASB

The Michigan Association of School Boards has been providing quality educational leadership services to Michigan Boards of Education for more than 60 years. We are unique in the superintendent search arena in that we are a 501(c)(3) nonprofit service organization that specializes in custom services for Boards of Education. Other entities offering superintendent searches tend to be for-profit firms and franchises.

Should Traverse City Area Public Schools retain the services of MASB's Executive Search Services, you will, in effect, be hiring the entire Association. You will gain access to MASB's professional staff, extensive network and resources in their entirety.

Why Choose MASB

MASB is the market leader in superintendent recruitment and selection in Michigan because we're committed to serving Boards of Education and, in doing so, creating positive outcomes for students.

Our approach to superintendent search is based upon four core tenets:

1. The responsibility of hiring the superintendent rests solely with the Board of Education.
2. Choosing the most highly qualified individual – who also represents the ideal fit in your community – is critical to the academic achievement and well-being of your students.
3. Searching for and selecting a superintendent should be an inclusive process that meaningfully engages all stakeholders.
4. Boards of Education must have access to *all information* pertinent to making a sound, informed selection.

MASB is beholden only to Boards and has no obligation to place certain candidates.

Nationwide Network

As a member of the National Affiliation of Superintendent Searchers, MASB has placed *more than 15 out-of-state candidates into Michigan* superintendent positions in recent years and has provided counsel on dozens of searches in other states. Connected via the National School Boards Association, NASS harnesses the skills and collective networks of superintendent search professionals across the country with proven track records of accomplishment, characterized by integrity, passion and focus.



Search Team

MASB has a diverse and well-qualified search team consisting of retired superintendents, board members and experienced staff. If chosen for this search then MASB Director of Leadership Development and Executive Search Services, Greg Sieszputowski would be your search consultant.

Greg Sieszputowski, M.Ed. – With a decade of experience cultivating education leaders and expertise in human resources and facilitation, Greg leads MASB’s Leadership Development and Executive Search Services and serves as a key member of the senior management team. Prior to joining MASB, Greg served as the director of the Center for Learning and Leadership at Mid Michigan College and the director of the Center for Teaching and Learning at Kirtland Community College. Greg holds a bachelor’s degree in Education from Adrian College, a masters in Education Leadership from Saginaw Valley State University and a graduate certificate in Human Resource Administration from Central Michigan University.

MASB Staff

Jay D. Bennett, M.Ed.

*Assistant Director of
Executive Search Services*

Greg Sieszputowski, M.Ed.

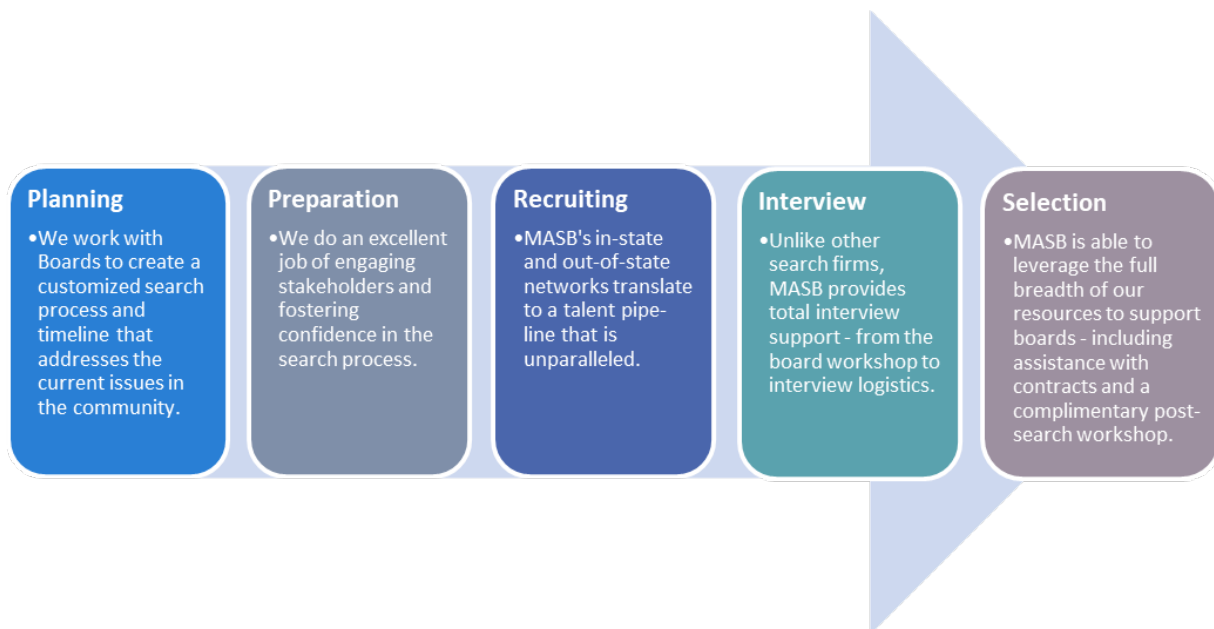
*Director of Leadership Development and
Executive Search Services*

Scope of Work

MASB's Executive Search Services provides comprehensive support throughout the search process with special emphasis on stakeholder engagement and recruiting high-quality candidates. MASB's Search Team will support the Board and District staff through all phases of the search process.

Board Involvement

- The School Board is an integral part of the Superintendent search process. The consultant will communicate frequently with the Board and keep the Board apprised of the progress of the search. The Board will be expected to participate fully in the search process and will work closely with the consultant on a variety of tasks including:
 - Reviewing survey results and other stakeholder input gathered by the consultant
 - Creating a candidate profile
 - Selecting candidates to interview
 - Interviewing selected candidates
 - Final selection of their desired candidate



Timelines

The duration of a thorough superintendent search is, on average, 12-14 weeks. While some time efficiencies may be found, it's important to allow adequate time to maintain the integrity of the search. We are happy to work with the Board of Education to customize a process and a timeline that is conducive to the unique needs of Traverse City Area Public Schools.

Cost

It would be an honor to support Traverse City Area Public Schools in its search for the district's next superintendent. Given the timeline and anticipated plan of work for the search, our fee would be \$14,000. Additional fees may be incurred for expenses such as mileage (IRS rate), meals, lodging, assessments, additional background checks and advertising.

Supplemental advertising costs are as follows:

- Local newspapers, as requested
- Ed Week, \$495 for a 30-day online job posting with unlimited text or html
- American Association of School Administrators, \$559 for a 30-day online job posting
- SchoolSuperintendentJobs.com, \$100 for an online posting visible to subscribers

Stakeholder Input

MASB employs a combination of face to face meetings along with a comprehensive online survey in order to gather stakeholder input. Your consultant will work with your district to arrange meeting times and will report back to the Board on their findings. The stakeholder feedback along with the survey data will be an integral piece in the development of the Board's final search criteria. An additional feedback mechanism is the use of audience feedback forms during the interview process. These forms allow Board members access to audience comments about the candidates that have been interviewed.

Open Meetings Act

MASB and its consultants are well versed in the intricacies of the Open Meetings Act and have ready access to our experienced team of attorneys for any necessary legal consultation. MASB Legal Counsel, Brad Banasik, is recognized as one of Michigan's foremost authorities on the Open Meetings Act.

Guarantee of Service

MASB's Executive Search Services guarantees the quality of our service in the following ways:

- **A 'no surprise' guarantee** – Our consultants will not withhold background information on candidates and we work closely with you to ensure that stakeholders are well informed about the process.
- **Satisfaction guarantee** – If the candidate pool falls short of your expectations or if the superintendent placed should remain for less than one year, we will conduct the search again for no additional fee.

Contact Person

Please contact Greg Sieszputowski, Director of Leadership Development and Executive Search Services, or Jay D. Bennett, Assistant Director of Executive Search Services, for questions. Mr. Sieszputowski may be reached by emailing gregs@masb.org or calling 517.327.9224, Mr. Bennett can be reached at jbennett@masb.org or 517.327.5928.

MASB Contract—Superintendent Search

1. *Definition of Product or Service*

WHEREAS, the School District has a vacancy in the office of its Superintendent of Schools and desires to search for a qualified candidate for this position; and

WHEREAS, MASB, through its consultant, is willing to act as Consultant to the School District and render services to assist in the employment of a new superintendent.

NOW, THEREFORE, it is agreed by and between the parties hereto as follows:
Consultant agrees to serve as Advisor and Consultant to the School District in the selective recruitment process for a new Superintendent.

- I. The Board of Education agrees to pay MASB for professional services and to reimburse MASB for all out-of-pocket expenses of consultant. In the event the search is reopened or extended, the Board of Education agrees to reimburse MASB for any additional out-of-pocket expenses, advertising, printing or postage.
- II. Consultant agrees:
 - a. To assist the Board in leadership profile development, including group interviews of board members, staff and citizens.
 - b. To advertise vacancy and solicit nominations and applications.
 - c. To organize and facilitate a preliminary screening of all applicants.
 - d. To assist the Board in preparation for the interview process.
 - e. To render such other professional services in connection therewith as may be required to enable the Board of Education to make a knowledgeable decision in the selection of a new Superintendent.
- III. Consultant will communicate with such School District personnel as the Board may from time to time designate, and will submit progress reports to the Board of Education at regular intervals.
- IV. The Board of Education agrees to reimburse any additional consultants used, for both fees and expenses as agreed upon prior to services being rendered.

2. *Independent Contractor and Liability*

In the performance of the services provided under this agreement, MASB, through its consultant, shall be an independent contractor. Under the Revised School Code, the MASB consultant has no legal authority to enter into contracts or agreements with applicants on behalf of the Board of Education and is not an employee, agent, joint venturer or representative of the Board of Education.

The Board of Education acknowledges that only it can hire the School District's superintendent, so the Board of Education agrees to defend, hold harmless, and to indemnify MASB and its consultant against all claims, losses, liability, and damages associated with the selection and hiring of the School District's superintendent.

3. *Effective Date*

This Agreement will commence on or about 1/7/2020; however, if no date is specified, the Agreement will commence upon the Association's receipt of this executed Agreement and either a purchase order or payment of fees from the District.

4. *Term*

The Agreement will terminate upon completion of the terms of the contract.

5. *Fees*

The District agrees to pay the Association the fee of \$14,000 and reimburse the Association for the necessary expenses for mileage (IRS rate), meals, lodging, assessments, additional background checks and advertising.

6. *Guarantee of Services*

MASB acknowledges the Guarantee of Services, including the "no surprise guarantee" and "satisfaction guarantee" as described in MASB's proposal.

7. *Payment*

The District agrees to pay the fee(s) under this Agreement according to the following schedule:

First Half: \$7,000

Upon Completion: \$7,000 plus expenses

8. *Termination*

This Agreement may be terminated by the District at any time by written notice to the Michigan Association of School Boards. Upon termination of this Agreement, the Association shall cease its delivery of services to the District and all money owed to the Association shall become immediately due and payable. This amount will be for services rendered, including expenses, to the date of termination.

9. *Authority*

The District represents that the person signing this Agreement has full authority to enter into the Agreement. Further, either party may rely upon a facsimile signature as if it were an original, and the failure of a party to have possession of a manually executed original will not affect the validity, enforceability or binding nature of this Agreement.


10. *Warranties*

Except for the services and obligations imposed by the express terms of this Agreement, the District and the Association agree there are no other warranties attached to this Agreement.

11. *Entire Agreement*

This Agreement contains the complete understanding and agreement of the parties and supersedes all prior or contemporaneous agreements or understandings, oral or written, relating to the subject matter herein.

**ON BEHALF OF MICHIGAN ASSOCIATION OF
SCHOOL BOARDS**



Don Wotruba
Executive Director

January 7, 2020

**ON BEHALF OF SCHOOL DISTRICT
TRAVERSE CITY AREA PUBLIC SCHOOLS**

Signed: _____

Printed Name: _____

Title: _____

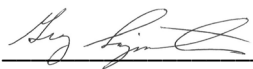
Date: _____

Statement of Assurance

The Michigan Association of School Boards assures and certifies compliance with state laws¹ and federal laws² as they relate to conducting the process of searching for a new superintendent. Specifically, MASB assures that:

The screening and interviewing of applicants will be performed in compliance with Michigan's Open Meetings Act, which permits closed sessions to review applications for employment if requested by the applicant and requires all interviews to be conducted in open session.

The requirements of Michigan's Freedom of Information Act will be followed when requests for documents relating to the search are submitted to the district.



Signature of Authorized Representative

Greg Sieszputowski, M.Ed.

Printed Name

Director, Leadership Development &
Executive Search Services/MASB

Title/Organization

1/7/20

Date Submitted

¹These include but are not limited to: (a) The Elliott-Larsen Civil Rights Act (Act 453 of 1976), which prohibits discrimination on the basis religion, race, color, national origin, age, sex, height, weight, familial status or marital status; (b) Persons With Disabilities Civil Rights Act (Act 220 of 1976), which prohibits discrimination on the basis of a disability; (c) or the requirements of any other state nondiscrimination statute(s) that may apply.

²These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352), which prohibits discrimination on the basis of race, color or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. §§1681-1683, and 1685-1686), which prohibits discrimination on the basis of sex; (c) Section 540 of the Rehabilitation Act of 1973, as amended (29 U.S.C. §794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1975, as amended (42 U.S.C. §§6101-6107), which prohibits discrimination on the basis of age; and (e) the requirements of any other federal nondiscrimination statute(s) that may apply.

Searches Completed by MASB

Intermediate School Districts

Allegan AESA
Search Years: 2000, 2005 &
2007

Berrien RESA
Search Years: 2010

Clare Gladwin RESD
Search Years: 1997

Clinton County RESA
Search Years: 1998, 2012 &
2013

IONIA ISD
Search Years: 2000

COOR ISD
Search Years: 2018

Copper Country ISD
Search Years: 2014

Delta Schoolcraft ISD
Search Years: 2005 & 2015

Eaton RESA
Search Years: 2011 & 2015

Hillsdale ISD
Search Years: 2000 & 2015

Huron ISD
Search Years: 2006 & 2010

Ingham ISD
Search Years: 2005, 2015, 2017

Kalamazoo RESA
Search Years: 2000 & 2007

Kent ISD
Search Years: 1984

Lapeer ISD
Search Years: 2005

Livingston ESA
Search Years: 2002

Manistee ISD
Search Years: 1998

Marquette Alger RESA
Search Years: 2007 & 2013

Mecosta Osceola ISD
Search Years: 1998, 2017

Menominee ISD
Search Years: 2002

Midland County ESA
Search Years: 2004

Montcalm Area ISD
Search Years: 2003

Newaygo County RESA
Search Years: 1980 & 2007

Oakland Schools
Search Years: 2004

Ottawa Area ISD
Search Years: 2015

Saginaw ISD
Search Years: 2007 & 2014

Sanilac ISD
Search Years: 1997

Shiawassee RESD
Search Years: 2012

Washtenaw ISD
Search Years: 2008 & 2011

Wayne RESA
Search Years: 2015

West Shore ESD
Search Years: 2008

Wexford Missaukee ISD
Search Years: 1997

Local School Districts

Airport Community Schools
Search Years: 1998 & 2006

Albion Public Schools
Search Years: 2007

Algonac Community Schools
Search Years: 2014

Allendale Public Schools
Search Years: 2008 & 2017

Alma Public Schools
Search Years: 2011

Ann Arbor Public Schools
Search Years: 1998 & 2006

Arenac Eastern School
Search Years: 1998

Armada Area Schools
Search Years: 1985 & 2012

Athens Area Schools
Search Years: 1986

Atherton Community Schools
Search Years: 1984, 2003 & 2010

Atlanta Community Schools
Search Years: 2003, 2005, 2008 & 2017

Avondale School District
Search Years: 2006

Bad Axe Public Schools
Search Years: 2002

Baldwin Community Schools
Search Years: 2002, 2004 & 2018

Baraga Area Schools
Search Years: 2005

Bark River Harris Schools
Search Years: 2003

Bath Community Schools
Search Years: 1984, 2004, 2006 & 2019

Battle Creek Public Schools
Search Years: 2010

Bay City Public Schools
Search Years: 1983, 2015 & 2017

Bedford Public Schools
Search Years: 2009

Beecher Community Schools
Search Years: 2007 & 2017

Belding Area Schools
Search Years: 2016

Bellaire Public Schools
Search Years: 2019

Bellevue Community Schools
Search Years: 2007 & 2019

Bentley Community Schools
Search Years: 2013

Benton Harbor Area Schools
Search Years: 1984 & 2007

Benzie County Central School
Search Years: 1984 & 2016

Big Rapids Public Schools
Search Years: 2000 & 2004

Birch Run Area Schools
Search Years: 1986 & 1998

Boyne City Public Schools
Search Years: 1999

Brandywine Community
Search Years: 1985

Breckenridge Community
Schools
Search Years: 2015

Breitung Township Schools
Search Years: 2006

Bridgeport Spaulding School
District
Search Years: 2000, 2009 & 2018

Brighton Area Schools
Search Years: 1984 & 2006

Bronson Community Schools
Search Years: 2014 & 2017

Buckley Community Schools
Search Years: 1981, 1983, 1986, 1999, 2001 & 2018

Buena Vista Schools
Search Years: 1986, 2003 & 2012

Bullock Creek School District
Search Years: 1983

Burr Oak Community Schools
Search Years: 1984

Burt Township Schools
Search Years: 2002

Byron Area Schools
Search Years: 2007

Byron Center Public Schools
Search Years: 1984

Cadillac Area Public Schools
Search Years: 2012

Caledonia Community Schools
Search Years: 2004

Camden Frontier Schools
Search Years: 1998

Capac Community Schools
Search Years: 2017

Caro Community Schools
Search Years: 2014

Carrollton Public Schools
Search Years: 2019

Carsonville-Port Sanilac

School District
Search Years: 2002, 2016 &
2019

Cassopolis Public Schools
Search Years: 1982, 2004 &
2005

Cedar Springs Public Schools
Search Years: 1999 & 2009

Center Line Public Schools
Search Years: 2003 & 2009

Centreville Public Schools
Search Years: 2017

Charlevoix Public Schools
Search Years: 1998, 2012 &
2015

Cheboygan Area Schools
Search Years: 1999

Chelsea School District
Search Years: 2002 & 2016

Chippewa Hills School District
Search Years: 2002

Clare Public Schools
Search Years: 2005 & 2011

Clarenceville School District
Search Years: 1983

Clarkston Community Schools
Search Years: 2010 & 2018

Clawson Public Schools
Search Years 2018

Clinton Community Schools
Search Years: 2013 & 2016

Clio Area Schools
Search Years: 1986

Coldwater Community Schools
Search Years: 2005

Coloma Community Schools
Search Years: 1986

Columbia School District
Search Years: 2012

Comstock Park Public Schools
Search Years: 2004

Concord Community Schools
Search Years: 1998 & 2010

Coopersville Public Schools
Search Years: 1981

Corunna Public Schools
Search Years: 2008 & 2012

Crawford AuSable Schools
Search Years: 2005

Crestwood School District
Search Years: 1985

Croswell Lexington Schools
Search Years: 1984 & 2017

Dansville Schools
Search Years: 2010

Dearborn Heights School
District
Search Years: 1984

Dearborn Public Schools
Search Years: 1982

Decatur Public Schools
Search Years: 2014

Deckerville Community Schools
Search Years: 1982

DeWitt Public Schools
Search Years: 1999, 2005 &
2010

Dowagiac Union Schools
Search Years: 2019

Dryden Community Schools
Search Years: 1983 & 2005

Durand Area Schools
Search Years: 2007

East China School District
Search Years: 1980

East Detroit Public Schools
Search Years: 2000 & 2015

East Grand Rapids Public
Schools
Search Years: 2018

East Jordan Public Schools
Search Years: 1980

East Lansing Public Schools
Search Years: 1985 & 2014

Eaton Rapids Public Schools
Search Years: 1986 & 2000

Eau Claire Public Schools
Search Years: 2000

Edwardsburg Public Schools
Search Years: 1983

Elk Rapids Public Schools
Search Years: 2009

Elkton-Pigeon-Bay Port Laker
Schools
Search Years: 2007

Escanaba Area Schools
Search Years: 2009 & 2017

Ewen Trout Creek Schools
Search Years: 2015

Farmington Public Schools
Search Years: 1985, 2005 &
2019

Fenton Area Public Schools
Search Years: 1985, 2000 &
2016

Ferndale Public Schools
Search Years: 2000 & 2017

Flat Rock Community Schools
Search Years: 2007 & 2011

Flint Community Schools
Search Years: 2019

Flushing Community Schools
Search Years: 1984

Forest Area Community
Search Years: 2007

Fowler Public Schools
Search Years: 1986 & 2007

Fowlerville Community Schools
Search Years: 2009

Fraser Public Schools
Search Years: 2002

Freeland Community Schools
Search Years: 1984

Fremont Public Schools
Search Years: 2002 & 2010

Fruitport Community Schools
Search Years: 1981 & 2009

Galien Township Schools
Search Years: 2002

Gaylord Community Schools
Search Years: 2016

Genesee School District
Search Years: 2007 & 2017

Gibraltar Schools
Search Years: 2009

Gladstone Area Schools
Search Years: 2007

Gladwin Community Schools
Search Years: 1997

Gobles Public Schools
Search Years: 2005

Godfrey Lee Public Schools
Search Years: 2005 & 2017

Godwin Heights Public Schools
Search Years: 2005

Goodrich Area Schools
Search Years: 2004 & 2007

Grand Haven Area Schools
Search Years: 2006

Grand Ledge Public Schools
Search Years: 1984

Grand Rapids Public Schools
Search Years: 2012

Grant Public Schools
Search Years: 2000, 2006 & 2019

Grass Lake Community Schools
Search Years: 2015

Greenville Public Schools
Search Years: 1982 & 1997

Grosse Pointe Public Schools
Search Years: 1981 & 2015

Gull Lake Community Schools
Search Years: 2008 & 2019

Gwinn Area Community Schools
Search Years: 2008 & 2014

Hale Area Schools
Search Years: 2002 & 2011

Hamilton Community
Search Years: 1981, 1999 & 2008

Hancock Public Schools
Search Years: 2017

Hanover Horton Schools
Search Years: 1999

Harbor Beach Community
Schools
Search Years: 2011

Harbor Springs Public Schools
Search Years: 2018

Harper Creek Community
Schools
Search Years: 1981, 1997 & 2013

Harper Woods School District
Search Years: 2008 & 2017

Harrison Community Schools
Search Years: 2003, 2008 & 2015

Hart Public Schools
Search Years: 2005

Haslett Public Schools
Search Years: 2004 & 2016

Hastings Area Schools
Search Years: 1982 & 2019

Hazel Park Schools
Search Years: 2015

Highland Park Schools
Search Years: 2003 & 2006

Hillman Community Schools
Search Years: 2000, 2005 & 2017

Holland Public Schools
Search Years: 2004

Holly Area Schools
Search Years: 1982 & 2013

Holt Public Schools
Search Years: 1986, 1997 & 2015

Holton Public Schools
Search Years: 1998, 2002 & 2009

Homer Community Schools
Search Years: 1982

Hopkins Public Schools
Search Years: 2003

Houghton Lake Community
Schools
Search Years: 2003, 2008 &
2018

Houghton-Portage Township
Schools
Search Years: 2004 & 2011

Howell Public Schools
Search Years: 2015

Hudsonville Public Schools
Search Years: 2009 & 2018

Huron School District
Search Years: 2017

Imlay City Community Schools
Search Years: 1983

Inland Lakes Schools
Search Years: 1998

Ionia Public Schools
Search Years: 1998

Ironwood Area Schools
Search Years: 2003, 2010 &
2018

Ishpeming School District
Search Years: 1982 & 2014

Ithaca Public Schools
Search Years: 1999 & 2016

Jackson Public Schools
Search Years: 2014

Jefferson Schools
Search Years: 2008

Jenison Public Schools
Search Years: 1985 & 2003

JKL Bahweting Anishnabe PSA
Search Years: 2007

Johannesburg-Lewiston Area
Schools
Search Years: 2015

Kalamazoo Public Schools
Search Years: 2007

Kalkaska Public Schools
Search Years: 1982, 2014 &
2018

Kenowa Hills Public Schools
Search Years: 2007

Kent City Community Schools
Search Years: 2004 & 2006

Laingsburg Community Schools
Search Years: 2009

Lake City Area Schools
Search Years: 2005 & 2010

Lake Fenton Community
Search Years: 2010

Lake Shore Public Schools
Search Years: 2003

Lakeshore Public Schools
Search Years: 1984, 1985 &
2003

Lakeview Public Schools
Search Years: 1983

Lakeview School District
Search Years: 2017

Lakeville School District
Search Years: 1985, 2006 &
2008

Lakewood Public Schools
Search Years: 2005

L'Anse Creuse Public Schools
Search Years: 2002

Lapeer Community Schools
Search Years: 2003 & 2005

Lawton Community Schools
Search Years: 2003

Leland Public Schools
Search Years: 1983

Leslie Public Schools
Search Years: 1999 & 2007

Lincoln Consolidated Schools
Search Years: 1983 & 2011

Linden Community Schools
Search Years: 1983

Litchfield Community Schools
Search Years: 1985 & 1999

Lowell Area Schools
Search Years: 1983

Mackinaw City Public Schools
Search Years: 2004

Madison District Public Schools
Search Years: 2010

Manistee Area Public Schools
Search Years: 1997, 2004 &
2010

Manistique Area Schools
Search Years: 1984, 2004, 2007,
2015 & 2019

Manton Consolidated Schools
Search Years: 2002

Maple Valley Schools
Search Years: 2004 & 2018

Martin Public Schools
Search Years: 1986 & 2019

Marysville Public Schools
Search Years: 2005 & 2010

Mason Consolidated Schools
Search Years: 2015

Mason County Central Schools
Search Years: 1986

Mason County Eastern Schools
Search Years: 2002 & 2006

Mayville Community Schools
Search Years: 1985, 2000 & 2014

Memphis Community Schools
Search Years: 2002

Menominee Area Public Schools
Search Years: 1981, 1999 & 2008

Meridian Public Schools
Search Years: 2011

Mesick Consolidated Schools
Search Years: 1985, 2000 & 2005

Michigan Center Schools
Search Years: 1984

Midland Public Schools
Search Years: 1984

Millington Community Schools
Search Years: 1998, 2003 & 2011

Montague Area Public Schools
Search Years: 1983

Morenci Area Schools
Search Years: 1999

Morley Stanwood Community Schools
Search Years: 1986

Morrice Area Schools
Search Years: 1985 & 2005

Mt Clemens Community Schools
Search Years: 1984 & 1998

Mt Morris Consolidated Schools
Search Years: 1984 & 2016

Muskegon Heights Public Schools
Search Years: 1997

Muskegon Public Schools
Search Years: 2006 & 2011

Negaunee Public Schools
Search Years: 1981 & 1985

New Buffalo Area Schools
Search Years: 2009 & 2016

New Lothrop Area Public Schools
Search Years: 2014

NICE Community School District
Search Years: 2008

North Branch Area Schools
Search Years: 2002 & 2010

North Central Area Schools
Search Years: 2006, 2008 & 2019

Northwest Community Schools
Search Years: 1997

Oak Park School District
Search Years: 2010

Okemos Public Schools
Search Years: 1980, 2005, 2017 & 2018

Olivet Community Schools
Search Years: 1985 & 2012

Onaway Area Schools
Search Years: 1999 & 2002

Orchard View Schools
Search Years: 2000 & 2002

Oscoda Area Schools
Search Years: 2011

Otsego Public Schools
Search Years: 1986, 2002 & 2014

Owosso Public Schools
Search Years: 1983 & 2009

Oxford Community Schools
Search Years: 2007

Parchment School District
Search Years: 2000, 2007 & 2018

Paw Paw Public Schools
Search Years: 2016 & 2019

Pennfield Schools
Search Years: 2008 & 2019

Pentwater Public Schools
Search Years: 1998 & 2009

Perry Public Schools
Search Years: 1980 & 2008

Pewamo-Westphalia Community Schools
Search Years: 2002

Pittsford Area Schools
Search Years: 2000

Plainwell Community Schools
Search Years: 1983, 2006 & 2016

Pontiac School District
Search Years: 2012

Port Huron School District
Search Years: 1981 & 2014

Portland Public Schools
Search Years: 1991 & 2016

Posen Consolidated Schools
Search Years: 1998

Pottersville Public Schools
Search Years: 1998 & 2018

Ravenna Public Schools
Search Years: 2008 & 2019

Reading Community Schools
Search Years: 1986 & 1998

Redford Union Schools
Search Years: 2010 & 2015

Reed City Area Public Schools
Search Years: 1985, 2004 &
2017

Reese Public Schools
Search Years: 1999

Reeths Puffer Public Schools
Search Years: 1986

Richmond Community Schools
Search Years: 2010

River Rouge School District
Search Years: 2005 & 2008

River Valley School District
Search Years: 2000, 2005 &
2011

Romeo Community Schools
Search Years: 1984 & 2003

Romulus Community Schools
Search Years: 2006, 2013 &
2014

Roscommon Area Public Schools
Search Years: 2006 & 2011

Roseville Community Schools
Search Years: 1981

Royal Oak Public Schools
Search Years: 2005, 2011 &
2017

Rudyard Area Schools
Search Years: 1983

Saginaw City School District
Search Years: 2010

Saline Area Schools
Search Years: 1984 & 2008

Sandusky Community Schools
Search Years: 2000, 2007 &
2017

Saugatuck Public Schools
Search Years: 2003 & 2009

Sault Ste. Marie Area Schools
Search Years: 2002

Shepherd Public Schools
Search Years: 2018

Southfield Public Schools
Search Years: 2018

South Redford Schools
Search Years: 1997

Southgate Community Schools
Search Years: 1999

Sparta Area Schools
Search Years: 1999 & 2006

Spring Lake Public Schools
Search Years: 2008

Springport Public Schools
Search Years: 2017

St Charles Community Schools
Search Years: 2004

St Ignace Area Schools
Search Years: 1999 & 2011

St Johns Public Schools
Search Years: 1982

Standish Sterling Community
Schools
Search Years: 2007

Stockbridge Community Schools
Search Years: 2012

Superior Central Schools
Search Years: 2005

Suttons Bay Public Schools
Search Years: 2007 & 2014

Swartz Creek Community
Schools
Search Years: 1982 & 2016

Tahquamenon Area Schools
Search Years: 2005

Tawas Area Schools
Search Years: 2008

Taylor School District
Search Years: 2002 & 2016

Thornapple Kellogg Schools
Search Years: 2002 & 2007

Three Rivers Community
Schools
Search Years: 2018

Traverse City Area Public
Schools
Search Years: 1999 & 2005

Tecumseh Public Schools
Search Years: 2013

Troy School District
Search Years: 1986 & 2014

Udly Community Schools
Search Years: 2003 & 2016

Van Buren Public Schools
Search Years: 2003 & 2016

Van Dyke Public Schools
Search Years: 2004

Vassar Public Schools
Search Years: 2008 & 2016

Vestaburg Community Schools
Search Years: 2004


Walkerville Public Schools
Search Years: 2000 & 2017

Warren Consolidated Schools
Search Years: 2008

Waterford School District
Search Years: 2002, 2015 &
2019

Waverly Community Schools
Search Years: 2002 & 2012

Wayland Union Schools
Search Years: 2004 & 2010



Wayne-Westland Community
Schools
Search Years: 1984, 2014 &
2017

West Branch Rose City Area
Schools
Search Years: 1983 & 2000

West Iron County Schools
Search Years: 2007

Western School District
Search Years: 2009

Westwood Heights Schools
Search Years: 2004 & 2008

White Cloud Public Schools
Search Years: 2000 & 2004

Whitefish Township Schools
Search Years: 1998

Whiteford Agricultural Schools
Search Years: 2004 & 2015

Whittemore-Prescott Area
Schools
Search Years: 2014

Williamston Community Schools
Search Years: 2004

Willow Run Community Schools
Search Years: 1982 & 2007

Wyandotte Public Schools
Search Years: 1986

Wyoming Public Schools
Search Years: 1985 & 2002

Ypsilanti Community Schools
Search Years: 2009

In District	Roundtrip Mileage from Lansing Office to TC	Rate	Mileage Cost	Meals	Lodging	Lodging Rate	Total Cost	
Planning Meeting w/Board	364	0.575	\$209.30	\$22.00	None	\$0.00	\$231.30	
Stakeholder Input Visit #1	364	0.575	\$209.30	\$66.00	None	\$0.00	\$275.30	
Stakeholder Input Visit #2	364	0.575	\$209.30	\$66.00	None	\$0.00	\$275.30	
Recruitment Workshop w/Board	364	0.575	\$209.30	\$22.00	None	\$0.00	\$231.30	
Interview Prep Workshop w/Board	364	0.575	\$209.30	\$22.00	None	\$0.00	\$231.30	
First Round Interviews w/Board	364	0.575	\$209.30	\$88.00	1 night	\$107.00	\$404.30	
Second Round Interviews w/Board	364	0.575	\$209.30	\$22.00	None	\$0.00	\$231.30	
		(Mileage, meal and lodging rates are based on FY 2019 IRS daily per diem rates for Traverse City, \$66 for meal and \$107 for lodging)					\$1,880.10	
							Est. Total Travel Costs	
Additional Advertising Costs	What	Cost						
AASA, The School Superintendents Association	Premium Job Flash Package	\$849.00					\$849.00	
	o Job Emailed to 5,000+ Superintendents							
	o Posted for 30 Days							
	o Remains High in Search Results							
	o Highlighted to Stand Out							
Education Week, TopSchoolJobs	30 Day Job Posting	\$495.00					\$495.00	
	o Online for 30 days							
	o Live in minutes							
	o Logo included							
	o Unlimited text							
	o Applications sent straight to your inbox							
Association of Latino Administrators and Supt.	6 week website posting	\$200.00					\$200.00	
NABSE, Nat'l Alliance of Black School Educators	30 Day Website Job Posting	\$250.00					\$250.00	
							\$1,794.00	
							Total Advertising Costs	
			Search Contract	\$14,000.00				
			Est. Travel Costs	\$1,880.10				
			Additional Advertising Costs	\$1,794.00				
				\$17,674.10	Total Cost			

<i>Michigan Association of School Boards Searches Completed Since 2016-17 with enrollment similar to TCAPS</i>				
Year	District	Location	Enrollment	Contact Information
2016-17	Bay City Public Schools	Bay City, MI	7730	Mark Zanotti, Board President, 910 N Walnut St., Bay City, MI, 48706, (989) 525-6209
2017-18	Wayne-Westland Community Schools	Westland, MI	11018	Shawna Walker, Board President, 36745 Marquette St, Westland, MI, 48185, (734) 419-2010
2018-19	Farmington Public Schools	Farmington, MI	9340	Pamela Green, Board President, 32500 Shiawassee Rd, Farmington, MI, 48336, (248) 765-6904
2018-19	Waterford School District	Waterford, MI	8875	Bob Piggott, Board President, 501 N Cass Lake Rd, Waterford, MI, 48328, (248) 789-5139
2019-20	Kalamazoo Public Schools (In process)	Kalamazoo, MI	12640	Patti Sholler-Barber, Board President, 1220 Howard St, Kalamazoo, MI 49008, (269) 873-2110
2019-20	Lansing School District (In process)	Lansing, MI	10606	Rachel Willis, Board President, 519 W Kalamazoo St, Lansing, MI, 48933, (517) 281-3402