

JEFFERSON COUNTY BOARD OF EDUCATION
EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

COMPETITIVE NEGOTIATION TABULATION

PROPOSAL NO.: 3169

APPROVAL DATE: April 21, 2026

ITEM(S) QUOTED: CN for EXECUTIVE SEARCH AND EXECUTIVE COACHING SERVICES

DATE PROPOSAL RECEIVED: March 11, 2026

CONTRACT PERIOD: April 21, 2026 through April 20, 2027 with Four (4) annual renewal options

VENDOR INSTRUCTIONS: No shipments/services are to be made against the contract. Purchase Orders will be issued.

RECOMMENDATION: Awarded to CESO Executive Search LLC (DBA Ray & Associates, Inc.) as best overall evaluated proposal.

EXECUTIVE SEARCH AND EXECUTIVE COACHING SERVICES
(4600649-1026757)

Vendor: CESO Executive Search LLC (DBA Ray & Associates, Inc.) *

1. Cost for recruitment of an individual for an Executive/Mid level Position with an annual salary of \$125,000.00	\$ 10,500.00 *
2. Executive Coaching Service (hourly rate as per specifications)	\$ 650.00 *
3. Executive Coaching Service (one-day program)	\$ 4,000.00 *
TOTAL COST (Lines 1-3)	\$ 15,150.00 *

Vendor: HYA Corporation (DBA Hazard, Young, Attea & Assoc.)

1. Cost for recruitment of an individual for an Executive/Mid level Position with an annual salary of \$125,000.00	\$ 10,000.00
2. Executive Coaching Service (hourly rate as per specifications)	\$ 300.00
3. Executive Coaching Service (one-day program)	\$ 2,500.00
TOTAL COST (Lines 1-3)	\$ 12,800.00

Vendor: McPherson & Jacobson LLC

1. Cost for recruitment of an individual for an Executive/Mid level Position with an annual salary of \$125,000.00	\$ 10,000.00 (w/o expenses)
2. Executive Coaching Service (hourly rate as per specifications)	\$ 300.00
3. Executive Coaching Service (one-day program)	\$ 1,000 (w/o expenses)
TOTAL COST (Lines 1-3)	\$ 11,300.00

Vendor: MGT Impact Solutions LLC

1. Cost for recruitment of an individual for an Executive/Mid level Position with an annual salary of \$125,000.00	\$ 36,500.00
2. Executive Coaching Service (hourly rate as per specifications)	\$ 350.00
3. Executive Coaching Service (one-day program)	\$ 10,800.00
TOTAL COST (Lines 1-3)	\$ 47,650.00

Vendor: One-Fourth Consulting LLC (DBA JG Consulting)

1. Cost for recruitment of an individual for an Executive/Mid level Position with an annual salary of \$125,000.00	\$ 12,500.00
2. Executive Coaching Service (hourly rate as per specifications)	\$ 150.00
3. Executive Coaching Service (one-day program)	\$ 1,500.00
TOTAL COST (Lines 1-3)	\$ 14,150.00

All information is included with proposals. The proposals are on file in the Purchasing/Bid Department.