

PRICING SCHEDULE

All pricing proposals must be complete and inclusive of all services included in this RFP. Your proposed fee must be supported with sufficient information to allow MCCCCD to evaluate whether the annual cost is reasonable and how it compares to other proposers. Indicate services to be included in the annual flat fee and those that are provided for an additional fee.

The undersigned has read and understands all conditions and terms of RFP 3498-9, is authorized to submit this proposal on behalf of the company, and hereby offers to perform the services for the pricing indicated below:

7.1 Provide pricing for executive leadership coaching/consulting and training as described in the Scope of Work (Section 3).

The following provides pricing for executive coaching, executive team development and coaching, and transition and onboarding services.

Rate Structure & Pricing:

Academic Search employs a professional fee per engagement rather than a per/hour rate structure. The following rate structure considers 12-month, 9-month, or 6-month engagements. Three-month engagements must be specific engagements. All engagements are “front-loaded” with design time and assessment administration and debriefs. Therefore, a 6-month engagement will be 67% of a 12-month engagement, for example. All engagements are inclusive of validated assessments and the Executive Coaching Portfolio. The professional fee is the full engagement fee, including overhead and other costs, excluding travel and travel-related expenses. Travel expenses are not included in the professional fee. Our profit from engagements is approximately 10% per engagement. 90% of the engagement fee covers overhead, validated assessments, and other related costs to deliver the engagement, except for travel and travel-related costs, as referenced above. The following rate structure includes expenses and consulting/coaching fees:

President/Chancellor-Level:	\$25,000/12-months \$20,000/9-months \$16,750/6-months
Cabinet-level:	\$20,000/12-months \$16,000/9-months \$13,400/6-months
Senior-level:	\$15,000/12-months \$12,500/9-months \$10,000/6-months

Director-level: \$12,000/12-months
\$9,600/9-months
\$8,000/6-months

Team Retreat/Workshop:

- On-site: \$7,500 per day + travel and accommodations
- Virtual: \$5,000 per day
- Includes Team Strategic Audit, Gallup CliftonStrengths assessment for each team member, and a Collective Leadership Strengths analysis.

Strengths-Based Team Workshop:

- On-site: \$10,000 per day + travel and accommodations
- Virtual: \$7,500 per day
- Includes Team Strategic Audit, Gallup CliftonStrengths assessment for each team member, individual Gallup debrief with a Certified Gallup Strengths Coach with each team member, and a Collective Leadership Strengths analysis.

Ongoing Team Development:

\$40,000/12-months + travel and accommodations

- Team Strategic Audit
- 3 team retreats/workshops (3 on-site or virtual)
- Up to 6 one-on-one coaching calls per team member
- Collective Leadership Assessment (The Leadership Circle)
- Gallup CliftonStrengths assessment for each team member, individual debrief with a Certified Gallup Strengths Coach, and a Collective Leadership Strengths analysis

\$32,000/9-months + travel and accommodations

- 3 team retreats/workshops
 - 2 On-site: Fall and Spring
 - 1 Virtual: Winter
- Up to 4 one-on-one coaching calls per team member
- Collective Leadership Assessment (The Leadership Circle)
- Gallup CliftonStrengths assessment for each team member, individual debrief with a Certified Gallup Strengths Coach, and a Collective Leadership Strengths analysis

\$26,500/6-months + travel and accommodations

- 2 team retreats/workshops (on-site or virtual)
- Up to 2 one-on-one coaching calls per team member
- Gallup CliftonStrengths assessment for each team member, individual debrief with a Certified Gallup Strengths Coach, and a Collective Leadership Strengths analysis

Transition and Onboarding:

\$12,500/12-month – Transition Counsel + travel and accommodations

\$25,000/12-month – Transition Counsel and Presidential/Executive Transition Team + travel and accommodations

Estimated coaching sessions for a 12-month engagement: 15-24

Estimated coaching sessions for a 9-month engagement: 12-18

Estimated coaching sessions for a 6-month engagement: 9-12

The number of executive coaching sessions is not limited, and the duration of scheduled coaching sessions may be between 30 to 120 minutes, depending on the leader. The sessions above are exclusive of assessment administration and debriefs with a certified practitioner, nor do they include non-scheduled coaching time.

Academic Search will consider a fee-for-service billing structure on a case-by-case basis. We customarily scope projects on a professional engagement fee based on the value sought and being provided. We will consider hourly-rate projects on a limited basis. Our hourly rate for such projects is \$350. Our daily rate for consulting (non-executive coaching) is \$7,500, exclusive of travel.

We do not limit hours or sessions for our executive coaching engagements, so we do not offer packages based on a number of coaching sessions. We focus on the needs and goals of the leader and collaborate to customize an executive coaching engagement that leads to their successful achievement of those goals. We do not believe a pre-determined set number of coaching sessions is a determinant of success. The engagement must be designed around the leader's desired agenda.

In our extensive experience, each engagement is unique to the leader. We customize every engagement based on a variety of factors and variables that are driven by the leader and the institution. We have leaders who prefer meeting weekly for 30 minutes. Others meet monthly for 60- to 90-minutes. Others meet bi-weekly. Most often, a typical coaching session is approximately 60-minutes in duration and always focuses on either the executive coaching agenda, an emergent issue needing attention in real time, or both.

Costs/Fees listed shall include all overhead and profit. No billing will be accepted that shows any other costs than those listed. This includes, but is not limited to, travel, any out-of-pocket costs, meetings, secretarial, printing, delivery, rent, phone calls, postage, overnight mail service, accounting, fuel charges, office supplies, etc.

Any contractor that MCCCCD is doing business with must agree to e-billing.

Please confirm that the authorize agent preparing this Proposal has read, understands, and will ensure his/her firm's compliance with the provisions of this section:

Authorized Agent's Name and Initials: Steve Titus 6/30/22

You may submit a more detailed pricing schedule (using the same formatting) in lieu of the above as an attachment to this page, but the pricing schedule must be completed, initialed and included with your proposal.