

**APPROVE ENTERING INTO AN AGREEMENT WITH PERSONIC, INC.
FOR SOFTWARE LICENSE AND RELATED CONSULTING SERVICES**

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve entering into an agreement with Personic, Inc. to provide Teacher Candidate Management Software and training services to the Department of Human Resources' Teacher Recruitment Unit at a cost not to exceed \$250,000.00. Consultant was selected pursuant to a duly advertised RFP (Specification No. 00-250780). A written agreement for Consultant's services is currently being negotiated. No services shall be provided by Consultant and no payment shall be made to Consultant prior to the execution of the written agreement. The authority granted herein shall automatically rescind in the event a written agreement is not executed within 90 days of the date of this Board Report. Information pertinent to this agreement is stated below.

CONSULTANT: Personic, Inc.
Fairfax Station Square
5622 – G Ox Road #255
Fairfax Station, Virginia 22039
817-826-4852
Barry Prokop, Director – Public Sector
Vendor No.: 32605

USER: Department of Human Resources
Teacher Recruitment Unit
125 S. Clark St., 2nd Floor
Toni Hill, Manager
(773) 553-1137

TERM: The term of this agreement shall commence on the date the agreement is signed and shall end twenty-four (24) months thereafter. This agreement shall have two (2) options to renew for periods of one (1) year each.

EARLY TERMINATION RIGHT: The Board has the right to terminate this agreement upon 30 days prior written notice.

USE OF SOFTWARE: Consultant will provide a Candidate Management Software Tool and implement a thorough requirement analysis of the current Teacher Recruitment process. Consultant will provide a detailed pre-implementation analysis for a successful installation of the Candidate Management Software Package.

TRAINING AND SUPPORT: Consultant will provide user training for five (5) Board employees; provide customer support for system problems Monday thru Friday, from 8:00 a.m. to 10:00 p.m.; provide maintenance at no additional charge for the term of the contract, and any renewal thereof; provide any hardware upgrades (if necessary) software conversion and training for the of the contract, and will assist the Board in managing candidate and vacancy information for the Department of Human Resources' Teacher Recruitment Unit.

DELIVERABLES: Consultant will deliver and install software on twenty (20) Board of Education computers, provide user training to Board employees, provide customer support for system problems Monday thru Friday, from 8:00 a.m. to 10:00 p.m., provide maintenance and provide any hardware upgrades software conversion and training.

LICENSE AND MAINTENANCE FEE: Twenty (20) perpetual software site licenses, training and one year of maintenance will be provided for a cost not to exceed \$250,000.00. After twelve (12) months the maintenance portion of the agreement must be renewed at a cost not to exceed \$153,500.00.

OUTCOMES: Consultant's services will allow the Board to source candidates, track applicants and manage candidate information. The Candidate Management Tool will allow the Board to capture the credentials of every candidate interested in the Chicago Public Schools by performing the following:

1. Create and maintain vacancy information and transfer this data to the intranet, job posting sites and job kiosks.
2. Process resumes received via the internet, email, fax or hard copy (scanning) and have the ability to extract candidate skills from the resume and index for effective searching.
3. Notify the Board of duplicate resumes prior to accepting into the system and upon receipt of new resumes automatically match to open vacancies.
4. Process in excess of 300 resumes per day and have the ability to review resumes immediately.
5. Perform resume searches on available candidates in the system and list the selected candidates according to the most qualified, based on the requirements specified in the search.
6. Forward resumes to principals directly from the Candidate Management System via fax or email, and easily track candidate activity throughout the hiring process.
7. Allow Teacher Recruitment to customize data fields, drop down menus and resume search criteria specific to department needs.
8. Allow the Board to create candidate correspondence such as acknowledge letter, interview letter, offer letter and acceptance letter.
9. Customize reports to easily analyze vacancy information, candidate tracking statistics, recruiting activity and candidate resume pool.

COMPENSATION: Consultant shall be paid at contract signing the sum of \$26,095.00 for annual maintenance and the remainder sum shall be paid per invoice after the implementation of the software and training and not to exceed the sum of \$250,000.00.

REIMBURSABLE EXPENSES: None.

AUTHORIZATION: Authorize the General Counsel to include other relevant terms and conditions in the written agreement. Authorize the President and Secretary to execute the agreement.

AFFIRMATIVE ACTION: Vendor agrees to comply with and be bound by the provision of the Revised Remedial Plan for Minority and Women Business Enterprise Economic Participation (M/WBE Plan).

LSC REVIEW: Local School Council approval is not applicable to this report.

FINANCIAL: Charge to Human Resources: \$250,000.00
Budget Classification: 0710-239-515-7750-5410

Fiscal Year: [2001]
Source of Funds: 239

GENERAL CONDITIONS:

Inspector General – Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.


Conflicts – The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their terms of office.

Indebtedness – The Board's Indebtedness Policy adopted July 26, 1995 (95-0726-EX3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics – The Board’s Ethics Code adopted September 27, 1995 (95-0927-RU3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Contingent Liability – The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

Approved for Consideration:



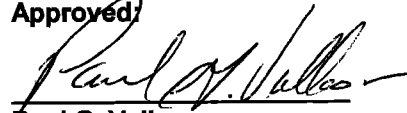
Natalye Paquin
Chief Purchasing Officer

Within Appropriation:



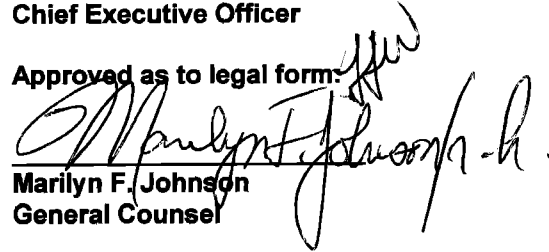
Kenneth C. Gotsch
Chief Fiscal Officer

Approved:



Paul G. Vallas
Chief Executive Officer

Approved as to legal form:



Marilyn F. Johnson
General Counsel