

**APPROVE ENTERING INTO AN AGREEMENT WITH THE DIVERSITY TRAINING GROUP INC.,
FOR ON-LINE SEXUAL HARASSMENT TRAINING COURSE**

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve entering into an agreement with The Diversity Training Group Inc., (DTG) to provide consulting services to the Department of Human Resources at a cost not to exceed \$50,000.00. Consultant was selected on a non-competitive basis due to its qualifications, expertise and abilities to provide appropriate services that meet federal guidelines in providing sexual harassment training to CPS employees. 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: The Diversity Training Group Inc., (DTG)
692 Pine Street
Herndon, Virginia 20170
Mauricio Velasquez
703-478-9191
Vendor # 12820

USER: Department of Human Resources
Policy Development and Compliance Unit
125 S. Clark Street
Chicago, IL 60603
Corinne Leak
(773) 553-2688

TERM: The term of this agreement shall commence on the date the agreement is signed and shall end 12 (twelve) months thereafter. This agreement shall have two options to renew for periods for 12 (twelve) months each. The cost of each option period shall not exceed \$50,000.00.

EARLY TERMINATION RIGHT: The Board shall have the right to terminate this agreement with 30 days written notice.

SCOPE OF SERVICES: Consultant will develop a custom-designed sexual harassment identification and prevention e-learning workshop which includes: 1) cover sheet, 2) Sexual Harassment Policy and Procedures of Chicago Public Schools, including contact person, 3) tracking and certification of participants, and 4) actual course content that CPS has reviewed. The e-learning course will be hosted by CertiLearn, consultant's partner. Consultant will ensure the courses availability and functionality and CertiLearn will train designated Board employees to obtain tracking and accountability of participants. Consultant will comply with the provisions of the Illinois Local Records Act/Electronic Records Requirements, specifically, Section II Qualifications for Using Electronic Records.

DELIVERABLES: Consultant will deliver to CPS employees the ability to access the on-line custom designed sexual harassment training course and the ability for designated CPS employees to monitor and track CPS participants who have accessed and have passed the course exam.

OUTCOMES: Consultant's services will result in 1) a tool that provides an effective method for CPS to be in compliance with Supreme Court decisions and EEOC and the Department of Education, 2) reduce the costs and logistical difficulties in providing sexual harassment training to all CPS employees, and 3) minimize CPS' exposure to liability in sexual harassment lawsuits brought by employees and students.

COMPENSATION: Consultant shall be paid upon invoicing as follows: 25% upon execution of the agreement; 25% at such time as the project goes live, and the remaining 50% within 90 days of receipt of final invoice, not to exceed the sum of \$50,000.00.

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. Authorize the Chief Human Resources Officer to execute all ancillary documents required to administer or effectuate this agreement.

AFFIRMATIVE ACTION: The M/WBE goals for this contract include 35% total MBE, 22% total African American, 10% total Hispanic, 2% total Asian and 5% total WBE.

However, the Waiver Review Committee recommends that a full waiver of the M/WBE Participation goals for this contract as required by the Revised Remedial Plan be granted because the contract scope is not further divisible.

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

FINANCIAL: Charge to the Law Department: \$50,000.00 Fiscal Year: 2005
Budget Classification: 0014-210-000-1011-5410 Source of Funds: General Fund

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.

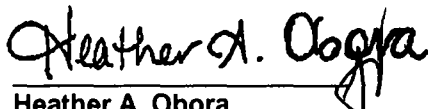
Conflicts – The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their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



Heather A. Obora
Chief Purchasing Officer

Approved:



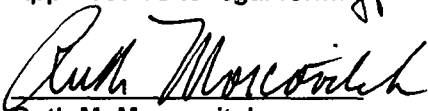
Arne Duncan
Chief Executive Officer

Within Appropriation:



John Maiorca
Chief Financial Officer

Approved as to legal form:



Ruth M. Moscovitch
General Counsel