

**APPROVE ENTERING INTO AN AGREEMENT WITH BPI GROUP PARTNERS AND PROACT
SEARCH FOR OUTPLACEMENT SERVICES FOR SCHOOL LEADERS, TEACHERS, AND
PARAPROFESSIONALS**

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve entering into agreements with BPI Group and PROACT Search to provide outplacement services to school leaders, teachers, and paraprofessionals displaced or separated from full-time employment at the end of the current fiscal year at a total aggregate cost not to exceed \$786,000. Vendors were selected on a competitive basis pursuant to Board Rule 7.2. Written agreements are currently being negotiated. No services shall be provided by BPI or PROACT and no payment shall be made to BPI or PROACT prior to the execution of their written agreement. The authority granted herein shall automatically rescind as to each vendor in the event their written agreement is not executed within 90 days of the date of this Board Report. Information pertinent to these agreements is stated below.

VENDOR:

- 1) Vendor # 94815
BPI GROUP, LLC
ONE NORTH FRANKLIN STREET, STE
1100
CHICAGO, IL 60606
Juan-Louis Goujon
312 577-4001

- 2) Vendor # 99884
PROACT SEARCH, LLC
1215 WASHINGTON AVE., STE 300
WILMETTE, IL 60091
Gary Solomon
800 944-6129

USER INFORMATION :

Project
Manager: 11010 - Office of Human Capital

125 S Clark St - 2nd Floor

Chicago, IL 60603

Ackerman, Ms. Leslie Ann

773-553-1191

TERM:

The term of each agreement shall begin on May 1, 2013 and shall end on April 30, 2014. Each agreement shall have one option to renew for a period of twelve (12) months.

EARLY TERMINATION RIGHT:

The Board shall have the right to terminate each agreement with 30 days written notice.

SCOPE OF SERVICES:

Vendors will provide career and job transitioning services to school leaders, teachers, and paraprofessionals displaced or separated from full-time employment at the end of the current fiscal year. For a period of 30 days, PROACT Search will provide the following services:

PROACT Search will provide in-person, one-on-one career transition coaching and counseling for school leaders. Services may include skills assessments, resume review and interviewing techniques, interpersonal skill development and job leads.

For a period of 30 days, BPI Group will provide the following services:

BPI Group will provide virtual coaching and counseling services for teachers including job lead assistance. Virtual coaching and counseling may include skills assessments, transition programs and access to an on-line portal with necessary tools to conduct a successful job search campaign. Additionally, services may include on-line seminars on relevant topics such as resume writing, interview preparation and job search techniques.

In addition, BPI Group will provide practical and supportive workshops for CPS school-based paraprofessionals (ESP/PSRP) focused on current job search techniques including resume assistance, interview techniques, comprehensive job search manual and access to their proprietary on-line career center. Workshops will prepare paraprofessionals for an effective job search and creating an effective job search plan.

DELIVERABLES:

Vendors will provide labor, materials and other appropriate resources as needed to provide differentiated services as listed in Scope of Services. Vendors will provide regular reporting of metrics of success as detailed in Scope of Services. Each vendor will provide an executive briefing to the Board or its representative before services begin and/or at 30-day intervals during the contract. Vendors will provide regular reporting of metrics of success including numbers of employees utilizing services, number of hours of consultation provided, an average satisfaction of employees utilizing services and average rate of employment for those utilizing services.

OUTCOMES:

Each impacted employee will have access to professional and comprehensive outplacement assistance in regards to job search and differentiated career transition supports.

COMPENSATION:

BPI Group and PROACT shall be paid monthly based upon the number of impacted employees utilizing the services provided. The total compensation to BPI Group shall not exceed \$694,000 during the contract period. The total compensation to PROACT Search shall not exceed \$92,000 during the contract period.

REIMBURSABLE EXPENSES:

None

AUTHORIZATION:

Authorize the General Counsel to include other relevant terms and conditions in the written agreements. Authorize the President and Secretary to execute the agreements. Authorize the Chief Talent Officer to execute all ancillary documents required to administer or effectuate the agreements.

AFFIRMATIVE ACTION:

The MBE/WBE goals for this agreement include: 30% total MBE and 15% total WBE participation. Pursuant to the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services Contracts, the aggregate method for M/WBE participation will be utilized. Thus, work assignments for subsequent vendors in the pool created by this agreement will be subjected to compliance reviews on an aggregate basis. Aggregated compliance of the vendors in the pool will be reported on a monthly basis.

LSC REVIEW:

Local School Council review is not applicable to this report.

FINANCIAL:

Charge up to \$786,000 in FY13 to the Office of Talent, Unit 11010, Fund 115.

CFDA#: Not Applicable

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 June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics - The Board's Ethics Code adopted May 25, 2011 (11-0525-PO2), 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:



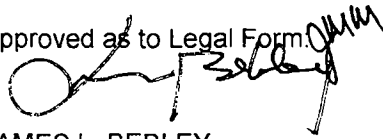
SÉBASTIEN de LONGEAUX
Chief Procurement Officer

Approved:



BARBARA BYRD-BENNETT
Chief Executive Officer

Approved as to Legal Form.



JAMES L. BEBLEY
General Counsel