

**AUTHORIZE FIRST RENEWAL AGREEMENT WITH TRUE NORTH LOGIC TO PROVIDE
PERFORMANCE EVALUATION SOFTWARE AND IMPLEMENTATION SERVICES**

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Authorize first renewal agreement with True North Logic to provide performance evaluation software and implementation services to the Talent Office at a cost not to exceed \$1,001,800.00. A written renewal agreement is currently being negotiated. No services shall be provided and no payment shall be made to True North Logic prior to execution of the written renewal agreement. The authority granted herein shall automatically rescind in the event a written renewal agreement is not executed within 90 days of the date of this Board Report. Information pertinent to this renewal agreement is stated below.

Specification Number: 11-250061

VENDOR:

- 1) Vendor # 87784
TRUE NORTH LOGIC
8180 S. 700 E. SUITE 250
SANDY, UT 84070
Kathy Lee, Executive Vice President
801 453-0136

USER INFORMATION :

Project
Manager: 11010 - Talent Office

125 S Clark St - 2nd Floor

Chicago, IL 60603

Poncelet, Dr. Paulette M

773-553-1070

ORIGINAL AGREEMENT:

The original agreement (authorized by Board Report 12-0627-PR43) in the amount of \$1,537,685.00 is for a term commencing upon the date of execution and ending June 30, 2014, with the Board having two (2) options to renew for periods of two (2) years each. The original agreement was awarded on a competitive basis pursuant to Board Rule 7-2 (Specification No. 11-250061).

OPTION PERIOD:

The term of this agreement is being renewed for two (2) years commencing July 1, 2014 and ending June 30, 2016.

OPTION PERIODS REMAINING:

There is one (1) option period for two (2) years remaining.

SCOPE OF SERVICES:

True North Logic's services will continue to include, but are not limited to, the following: complete software solution for the facilitation of employee performance evaluations in alignment with all applicable Board policies, agreements, and evaluation plans; configuration and installation; integration; testing; implementation; training; and ongoing software maintenance and technical support.

DELIVERABLES:

True North Logic will continue to provide commercially licensed software, delivered in a Software as a Service (SaaS) model, and provide hosting services for both their software and CPS data. True North Logic's solution will support the effective implementation of employee performance evaluations across the District.

OUTCOMES:

True North Logic's performance evaluation system will replace the current paper-based process of conducting performance evaluations of teachers and principals and in addition, will facilitate the establishment of performance evaluation processes for non-school-based employees throughout the District. True North Logic's system will create efficiencies in the process of conducting performance evaluations of all employees, as well as bring transparency, via consistently gathered performance data, to the efficacy of various district initiatives, such as professional development, coaching and mentoring support, hiring and selection sources and processes, and various leadership pipelines.

COMPENSATION:

True North Logic shall be paid as specified in the agreement; the sum of payments shall not exceed \$1,001,800.00 for this renewal period, inclusive of all reimbursable expenses allowed under the agreement. The costs associated herewith shall be reported to the Board on a quarterly basis.

AUTHORIZATION:

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

AFFIRMATIVE ACTION:

The M/WBE goals for this agreement include: 30% total MBE and 7% total WBE participation. However, the Office of Business Diversity recommends a partial waiver of the WBE goal, as required by the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services Contract, be granted due to the scope of services being not further divisible.

The Vendor has identified the following:

Total MBE - 36%

Urban Policy Development
615 Fremont Avenue
Baltimore, MD 21230
Contact: Ian Brown

LSC REVIEW:

Local School Council approval is not applicable to this report.

FINANCIAL:

Fund 115
Talent Office, 11010
FY15: \$500,900
FY16: \$500,900

Future year funding is contingent upon budget appropriation and approval.

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:



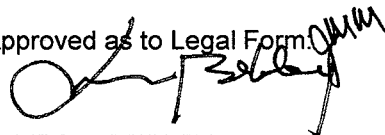
SÉBASTIEN de LONGEAUX
Chief Procurement Officer

Approved:



BARBARA BYRD-BENNETT
Chief Executive Officer

Approved as to Legal Form:



JAMES L. BEBLEY
General Counsel