

**AMEND BOARD REPORT 01-0328-PR32**  
**APPROVE ENTERING INTO AN AGREEMENT WITH PERSONIC, INC. XPERIUS, INC.**  
**FOR SOFTWARE LICENSE AND RELATED CONSULTING SERVICES**

**THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:**

Approve entering into an agreement with ~~Personic, Inc.~~ Xperius, 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~~ \$391,432.00. 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.

This amendment is necessary to i) reflect the new name of the Consultant; and ii) increase the dollar amount of the agreement by \$141,432.00 for additional services and to extend the maintenance on this software. Additional services include the implementation of data conversion at a cost not to exceed \$22,117.00, the purchase of five (5) additional licenses at a cost of \$4,800.00 each, on site-training and reimbursable expenses including travel at a cost not to exceed \$32,000.00, and consulting for building an interface with current systems at a fee not to exceed \$9,000.00. The maintenance shall be for the term of the contract at a fee not to exceed \$54,315.00. A written amendment to the contract is required. No payment shall be made to the vendor for these additional services prior to the execution of the written amendment. The authority granted herein shall automatically rescind in the event a written amendment is not executed within 90 days of the date of this Board Report.

<b>CONSULTANT:</b>	<del>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</del>	<u>Xperius, Inc.          550 California Street          Sacramento Tower, 4<sup>th</sup> Floor          San Francisco, CA 94104          (415) 374-2300          Keri Blair, Director- Finance</u>
--------------------	--	---

**USER:** Department of Human Resources  
 Teacher Recruitment Unit  
 125 S. Clark St. 2<sup>nd</sup> Floor  
 Crystal Sykes  
 (773) 553-2732

**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 to 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. Consultant will implement a data conversion and consult with CPS Human Resources personnel to build an interface with current systems. The data conversion will enable data from the web-based DS2 system, MsAccess application, and Microsoft Excel to be populated into the Personic Xperius Workflow product. Additional consulting will be to assist CPS Human Resources personnel in building an interface of the DS2 and Online Staffing systems with Personic Xperius Workflow 2.1., not to exceed \$31,117.00.

**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 upgrade (if necessary) software conversion and training for 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)~~ twenty-five (25) 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 MAINTANANCE FEE:** ~~Twenty (20)~~ Twenty-five (25) perpetual software sites licenses, training and ~~one two~~ two years of maintenance will be provided for a cost not to exceed ~~\$250,000.00~~ \$360,315.00.

**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 date to the intranet, job postings 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 acknowledgement 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.
10. Dump current school information and job orders from DS2 into Personie Xperius Workflow.
11. Dump salary information from Microsoft Excel information into Personie Xperius Workflow.
12. Consulting services that lead to the successful build out of interfaces of the Human Resources DS2 and Online Staffing systems with Xperius Workflow.
13. Five (5) additional licenses for use by Human Resources personnel.

**COMPENSATION:** Consultant shall be paid at contract signing the sum of \$26,095 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 ~~\$250,000.000~~ \$391,432.00.

**REIMBURSABLE EXPENSES:** Not to exceed \$32,000.000 for on-site training and reimbursable expenses including travel.

**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:** 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 is required by the Revised Remedial Plan be granted because the contract scope is not further Divisible.

As a condition of the approved waiver, the vendor has agreed to enter into the Student Initiative Program.

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

**FINANCIAL:** Charge to Human Resources: \$250,000.00

Fiscal Year: 2001

Budget Classification: P.O. 428942 0710-239-515-7750-5410  
\$141,432.00  
0710-239-699-7750-5410

Source of Funds: Misc. Federal State Grant Funds  
Fiscal Year: 2003  
Source of Funds: Misc. Federal State Grant Funds

**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.

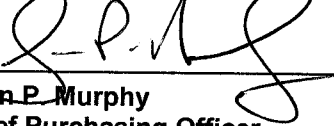
Conflicts – The agreement shall not be legally binding on the Board if entered into in violation of provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one-year period following expiration of other termination of their terms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

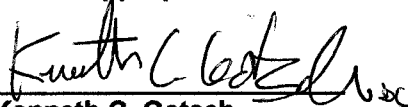
**Approved for Considerations:**

  
Sean P. Murphy  
Chief Purchasing Officer

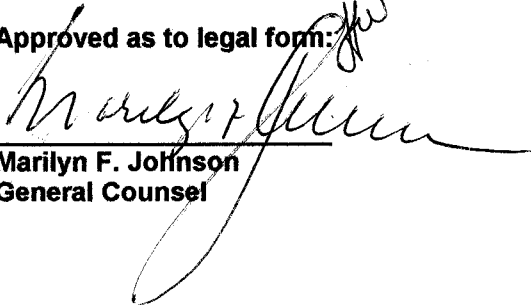
**Approved:**

  
Arne Duncan *by PRAD*  
Chief Executive Officer

**Within Appropriation:**

  
Kenneth C. Gotsch  
Chief Fiscal Officer

**Approved as to legal form:**

  
Marilyn F. Johnson  
General Counsel