

APPROVE EXERCISING THE FIRST OPTION TO RENEW THE AGREEMENT WITH DIVERSITY TRAINING GROUP INC., FOR ON-LINE SEXUAL HARASSEMENT TRAINING COURSE

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve exercising the first option to renew the agreement with Diversity Training Group Inc., to provide consulting services to the Department of Human Resources at a cost for the option period not to exceed \$50,000.00. A written document exercising this option is currently being negotiated. No payment shall be made to Consultant during the option period prior to the execution of the written document. The authority granted herein shall automatically rescind in the event a written document is not executed within 90 days of the date of this Board Report. Information pertinent to this option is stated below.

CONSULTANT: The Diversity Training Group Inc., (DTG)
692 Pine Street
Herndon, Virginia 20170
Contact: Mauricio Velasquez
703-478-9191
Vendor # 12820

USER: Department of Human Resources
125 S. Clark Street
Chicago, IL 60603
Contact: Corinne Leak
(773) 553-2688

ORIGINAL AGREEMENT: The original Agreement (authorized by Board Report 04-0922-PR23) in the amount of \$50,000.00 is for a term commencing October 22, 2004 and ending October 21, 2005, with the Board having two options to renew for one year each. The original agreement was awarded on a non-competitive basis.

OPTION PERIOD: The term of this agreement is being extended for one year commencing October 22, 2005 and ending October 21, 2006.

OPTION PERIODS REMAINING: There is one option period for one year remaining.

SCOPE OF SERVICES: Consultant will continue to provide 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. Consultant will continue to ensure the availability and functionality of all courses and will train designated Board employees to obtain tracking and accountability of participants. Consultant will develop a refresher course for CPS employees who have already taken the initial course. Consultant will update the database with new data every 30 days. Consultant will provide the same custom-designed sexual harassment prevention e-learning course for this renewal period in both Spanish and Polish. 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 continue to provide 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. Consultant also will provide CPS employees the ability to access the on-line, custom designed sexual harassment training course in both Spanish and Polish; and will give designated CPS employees the ability to monitor and track CPS participants who have accessed and have passed the course exam in Spanish or Polish. Consultant will provide an updated database every 30 days so new hires can take the course within thirty days of obtaining an e-mail account. Consultant will provide their newly developed refresher course for employees.

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 during this option period an amount not to exceed the sum of \$50,000.00. Payment terms will be specified in the renewal document.

AUTHORIZATION: Authorize the General Counsel to include other relevant terms and conditions in the written option document. Authorize the President and Secretary to execute the option document. Authorize the Chief Human Resources Officer to execute all ancillary documents required to administer or effectuate this option agreement.

AFFIRMATIVE ACTION: This contract is in full compliance with the goals required by the Revised Remedial Plan for Minority and Women Business Enterprise Contract Participation (M/WBE Plan). The M/WBE participation goals for the contract include: 35% total MBE and 5% total WBE.

Consultant has identified and scheduled the following firms and percentages:

Total MBE **95%**
Diversity Training Group, Inc.
692 Pine Street
Herndon, Virginia 20170

Total WBE **5%**
La Fuente Consulting
7550 Sunfish Lake Court
Rockford, MI 49341

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

FINANCIAL: Charge to the Department of Human Resources: \$50,000.00 Fiscal Year: 2006
Budget Classification: 0710-210-000-1071-5410 Source of Funds: General 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.

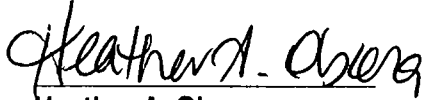
Conflicts – The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board member during the one year period following expiration or other termination of their 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 June 23, 2004 (04-0623-PO4), as amended from time to time, shall be incorporated into and made a part of the agreement.

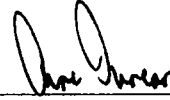
Contingent Liability – The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

Approved for Consideration:



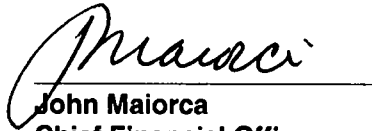
**Heather A. Obora
Chief Purchasing Officer**

Approved:



**Arne Duncan
Chief Executive Officer**

Within Appropriation:



**John Maiorca
Chief Financial Officer**

Approved as to legal form: *BN*



**Patrick Rocks
General Counsel**