

**APPROVE ENTERING INTO AN AGREEMENT WITH TALEO TO PROVIDE TALENT ACQUISITION AND ON-BOARDING IMPLEMENTATION SERVICES**

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

Approve entering into an agreement with Taleo Corporation ("Taleo") to provide Talent Acquisition and On-boarding Implementation services to the Talent Office at a total cost not to exceed \$1,623,769.20 in aggregate. Taleo was selected on a competitive basis pursuant to Board Rule 7-2 (Specification No: 11-250014). A written agreement for Vendor's services is currently being negotiated. No services shall be provided by Vendor and no payment shall be made to Vendor prior to 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.

Specification Number : 11-250014

Contract Administrator : Seanior, Miss Pamela Dorcas / 773-553-2280

**VENDOR:**

- 1) Vendor # 67126  
TALEO CORPORATION  
4140 DUBLIN BLVD. STE 400  
DUBLIN, CA 94568  
Jim Montrie  
925 452-3000

**USER INFORMATION :**

Contact:  
11010 - Office of Human Capital  
  
125 S Clark St - 2nd Floor  
  
Chicago, IL 60603  
  
Winckler, Ms. Alicia  
  
773-553-1070

**TERM:**

The term of this agreement shall commence on date of contract execution and shall end two years from the date of execution. This agreement shall have one (1) option to renew for a period of 24 months.

**EARLY TERMINATION RIGHT:**

The Board shall have the right to terminate this agreement with 30 days written notice. Vendor shall have the right to terminate the agreement if the Board fails to make payment within 90 days.

**SCOPE OF SERVICES:**

Taleo's services will include, but are not limited to, the following: complete Talent Acquisition and On-boarding solution, including software, configuration and installation, integration, testing, implementation, training and on-going software maintenance and technical support.

**DELIVERABLES:**

Taleo Corporation will provide commercially licensed software, delivered in a Software as a Service (SaaS) model, and provide hosting services for both their software and CPS data. Taleo's Recruiting and On-boarding software modules will support recruitment and hiring throughout the district.

**OUTCOMES:**

The talent acquisition and electronic onboarding systems implementation will help the organization create and sustain a competitive advantage by hiring the talent required to achieve the organization's objectives. This talent acquisition system replaces the current manual paper-based process that is in place for Central Office hiring today. The implementation will bring efficiencies to the hiring process which will result in an increased speed in the hiring process. Additionally, this system will replace the current legacy system used for teachers and other school-based positions resulting in scalability and a user friendly customer interface.

**COMPENSATION:**

Vendor shall be paid as specified in the agreement; the sum of payments for the term shall not exceed: \$1,623,769.02 inclusive of all reimbursable expenses, and the costs associated herewith shall be reported to the Board on a quarterly basis.

**REIMBURSABLE EXPENSES:**

Vendor shall be reimbursed for lodging, meals, transportation and other reimbursable expenses as set out in the Agreement, which reimbursable expenses are included in the maximum compensation amount.

**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 Talent Officer to execute all ancillary documents required to administer or effectuate this agreement.

**AFFIRMATIVE ACTION:**

This agreement is in full compliance with the requirements of the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services Contracts. The MBE/WBE requirements for this agreement are 15% total MBE and 5% total WBE participation.

The Vendor has identified the following participation:

**Total MBE - 15%**

B2B Strategic Solutions  
150 North Michigan Avenue, Suite 2800  
Chicago, Illinois 60601  
Contact: Donna Bryant

**Total WBE - 5%**

VIVA USA, Inc.  
3601 Algonquin Road, Suite 425  
Rolling Meadows, Illinois 60008  
Contact: Thomas Lesiewicz

**LSC REVIEW:**

Local School Council approval is not applicable to this report.

**FINANCIAL:**

Charge to the Talent Office \$1,623,769.02  
FY13 funding is contingent upon budget appropriation and approval.  
Budget Classification:

11010-482-56304-264219-610000-2011

\$1,313,693.60

11070-115-53306-264219-000000-2013

\$310,075.60

**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.

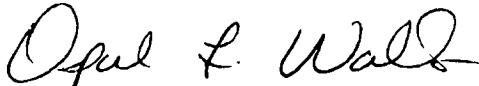
Conflicts - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their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

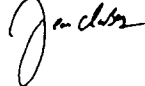
Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

Approved for Consideration:



OPAL L. WALLS  
Chief Purchasing Officer

Approved:



JEAN-CLAUDE BRIZARD  
Chief Executive Officer

Within Appropriation:



DAVID G. WATKINS  
Chief Financial Officer

Approved as to Legal Form:



PATRICK J. ROCKS  
General Counsel