

November 18, 2015

AMEND BOARD REPORT 14-0326-PR13
**AUTHORIZE THE FINAL RENEWAL AGREEMENT WITH ORACLE AMERICA, INC. TO PROVIDE
 TALENT ACQUISITION AND ON-BOARDING IMPLEMENTATION SERVICES**

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Authorize the final renewal agreement with Oracle America, Inc. ("Oracle") as successor-in-interest to Oracle Taleo LLC (f/k/a Taleo Corporation) to provide Talent Acquisition and On-boarding Implementation services to the Talent Office at a total cost not to exceed the amount authorized in the Compensation Section of this report \$620,154.20. A written document exercising this option is currently being negotiated. No payment shall be made to Vendor during the option period 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.

This November 2015 amendment is necessary to increase spending authority with Oracle for costs associated with the upgrade of Taleo Onboarding software and to extend the renewal agreement for 15 months. A written amendment to the renewal agreement is required. The authority granted herein shall automatically rescind in the event the amendment is not executed within 90 days of the date of this amended Board Report.

Specification Number : 11-250014

Contract Administrator : Pincombe, Ms. Charley C / 773-553-2280

VENDOR:

- 1) Vendor # 89823
 ORACLE AMERICA, INC
 500 ORACLE PARKWAY
 REDWOOD SHORES, CA 94065
 Pamela Simpson
 650 506-7000
 Ownership: Oracle Corporation - 100%

USER INFORMATION :

Project 12510 - Information & Technology Services
 Manager: 42 West Madison Street
 Chicago, IL 60602
 Swanton, Mr. Craig E
 773-553-1300

ORIGINAL AGREEMENT:

The original Agreement (authorized by Board Report 12-0328-PR24) in the amount of \$1,623,769.20 is for a term commencing on March 30, 2012 and ending on March 29, 2014 with the Board having one (1) option to renew for a period of 24 months. The original agreement was assigned by Oracle Taleo LLC (f/k/a Taleo Corporation) to Oracle America, Inc. through an Assignment and Assumption Agreement dated February 22, 2013. The original agreement was awarded on a competitive basis pursuant to Board Rule 7-2. Vendor was selected for this extension on a non-competitive basis: the non-competitive request was presented to the Non-Competitive Procurement Review Committee, and was approved by the Chief Purchasing Officer.

OPTION PERIOD:

The term of this agreement is being extended for ~~two (2) years~~ a term commencing March 30, 2014 and ending ~~March 29, 2016~~ June 30, 2017.

OPTION PERIODS REMAINING:

There are no option periods remaining.

SCOPE OF SERVICES:

Vendor will continue to provide Talent Acquisition and On-boarding solution, including software, configuration and installation, integration, testing, training and on-going software maintenance and technical support.

DELIVERABLES:

Vendor 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. Vendor's Recruiting and On-boarding software modules will support recruitment and hiring throughout the district.

OUTCOMES:

Vendor's services will result in creating and sustaining 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 during the option period as specified in the agreement; the sum of payments for the term shall not exceed: ~~\$620,151.20~~ \$1,200,000.00 inclusive of all reimbursable expenses, and the costs associated herewith shall be reported to the Board on a quarterly basis. Estimated annual costs for the term are set forth below: \$620,151.20 - Current Costs March FY14 - March FY16 \$175,000 - Estimated Upgrade Costs \$80,000 - Estimated Software and Hosting Costs from April FY16 - June FY16 \$324,848.80 - Estimated Software and Hosting Costs from July FY17 - June FY17

AUTHORIZATION:

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

Fund 115
Talent, 11010, ITS Unit: 12510
~~\$620,151.20, FY15 and FY16~~
\$620,151.20 - Current Authority from March FY14 - March FY16
\$175,000 - Estimated Upgrade Costs
\$80,000 - Estimated Software and Hosting Costs from April FY16 - June FY16
\$324,848.80 - Estimated Software and Hosting Costs from July FY17 - June FY17
Not to exceed \$1,200,000 for the option and extension period of March 30, 2014 - June 30, 2017.
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:



FORREST CLAYPOOL
Chief Executive Officer

Approved as to Legal Form: *grm*



RONALD L. MARMER
General Counsel