

November 20, 2019

RATIFY A NEW AGREEMENT WITH KORN FERRY (US) (INC.) FOR COMPENSATION ANALYSIS AND STRUCTURAL DESIGN SERVICES

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Ratify a new agreement with Korn Ferry (US) (INC.) to provide compensation analysis and structural design services to the Talent Office at an estimated annual cost set forth in the Compensation Section of this report. Vendor was selected on a competitive basis pursuant to Board Rule 7-3. A written agreement for Vendor's services is currently being negotiated. 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.

Contract Administrator : Cantero, Mrs. Nanzi / 773-553-2280

CPOR Number : 19-0918-CPOR-7458

VENDOR:

- 1) Vendor # 42007
KORN FERRY (US)(INC.)
1900 AVENUE OF THE STARS SUITE 2600
LOS ANGELES, CA 90067

William Bowbin
312 228-1852

Ownership: No shareholder owns shares of more than 10% of the company.

USER INFORMATION :

Project

Manager: 11010 - Talent Office
42 West Madison Street
Chicago, IL 60602
Jordan, Ms. Christina

TERM:

The term of this agreement shall commence November 8, 2019 and shall end November 7, 2020. This agreement shall have two (2) options to renew for periods of one (1) year each.

EARLY TERMINATION RIGHT:

The Board shall have the right to terminate this agreement with 30 days written notice.

SCOPE OF SERVICES:

- Developing a job classification framework of major job families, sub-families, career streams and career levels.

- Performing a job activity analysis (based on job analysis information questionnaire data) of approximately 1,300 non-union administrative positions in Central Office and Network. Organizational units to map the jobs to the job classification framework (CPS will review/refine the mapping of individual positions within the jobs).

- Identifying and providing market data for 150 benchmark jobs using data from published survey sources included in vendors survey library and using data from compensation database purchased by CPS.
- Gathering publicly available data from 8-10 peer public school districts for an additional 25-50 jobs (note that every district may not provide data on every job).
- Recommending new (or revising existing) bands based on market pricing analysis.
- Assessing employee compensation against proposed ranges/market data.
- Aligning pay/titles/banding/grade structure to ensure compensation consistency throughout the organization and to address pay disparities and inequities.
- Proposing compensation practices and policies for the ongoing maintenance of the new structures, and for making pay decisions on an ongoing basis, including policies for promotion increases and transfers.
- Assessing and identifying any pay equity (e.g. gender, race, operations vs education, etc.) across existing salary distribution, compensation structure, job classification, etc. and recommend changes to address and eliminate disparities.

DELIVERABLES:

- Detailed project plan and strategy for achieving assigned outcomes and deliverables with applicable deadlines.
- Includes communication plan and position analysis questionnaire (PAQ) administration plan.
- PAQ questionnaire template and complete PAQ analysis for approximately 1300 non-union central and network office staff.
- PAQ administration staff communications.
- Benchmarking analysis for 150 jobs using market data and competitive peer district data.
- Job classification framework of major job families, sub-facilities, career streams and career levels with all jobs mapped to the framework.
- Market-based salary structure design with benchmark positions slotted into new structure.
- Detailed market pricing analysis of benchmark jobs.
- Analysis of pay competitiveness for benchmark jobs within job families, sub-families against updated salary structure, market data, and across roles and career levels of benchmark jobs.
- Aligned pay, titles, banding, grading structure to ensure compensation consistency.
- Pay equity assessment across existing salary distribution, compensation structure, job classification, etc. and recommended changes to address and eliminate disparities.
- Recommendation for compensation structural design, policies, maintenance guidelines, and non-monetary recognition.
- Implementation and communication plan and supporting materials.

OUTCOMES:

Vendor's services will result in CPS being able to benchmark compensation in terms of its competitiveness with the market and peer districts.

COMPENSATION:

Vendor shall be paid according to the rates set forth in the agreement. The total cost to the Board for the one (1) year term shall not exceed \$245,000. Estimated annual costs for the one (1) year term are set forth below:

\$245,000, FY20.

REIMBURSABLE EXPENSES:

Vendor shall be reimbursed for the following expenses: None.

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

AFFIRMATIVE ACTION:

Pursuant to the Remedial Program for Minority and Women-Owned Business Enterprise Participation in Goods and Services contracts, (M/WBE Program), the goals for this contract are 30% MBE and 7% WBE. Prime vendor has committed to the participation goals of 25% WBE. The vendor has scheduled the following firm:

Total WBE: 25%
Bronner Group, LLC
120 N. LaSalle St., Suite 1300
Chicago, IL. 60602
Ownership: Ms. Gila J. Bronner

LSC REVIEW:

Local School Council approval is not applicable to this report.

FINANCIAL:

Fund 115, Talent Office, Unit 11010
\$245,000, FY20

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.

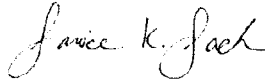
Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

Approved for Consideration:




JONATHAN MAPLES
Chief Procurement Officer

Approved:



JANICE K. JACKSON
Chief Executive Officer

Approved as to Legal Form: 



JOSEPH T. MORIARTY
General Counsel