

AUTHORIZE A NEW AGREEMENT WITH PEOPLE ELEMENT LLC FOR EMPLOYEE ENGAGEMENT SURVEY SERVICES

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Authorize a new agreement with People Element LLC to provide employee engagement survey platform 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. No services shall be provided by Vendor and no payment shall be made to Vendor prior to the execution of their 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.

Contract Administrator : Cantero, Mrs. Nanzi / 773-553-2237
CPOR Number : 19-1217-CPOR-7376

VENDOR:

- 1) Vendor # 49022
People Element LLC
650 S CHERRY ST SUITE 115
DENVER, CO 80246

Alex Sward
303 389-9014

Ownership: Sward and Coberly LLC - 100%

USER INFORMATION :

Project 11010 - Talent Office
Manager: 42 West Madison Street
Chicago, IL 60602
Jordan, Ms. Christina
773-553-1044

TERM:

The term of this agreement shall commence on May 1, 2020 and shall end April 30, 2021. 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:

Vendor will provide the Board with an employee engagement survey program of up to 40,000 participants and related Services, including (A) project management, (B) survey design, (C) survey administration, (D) online data reporting, (E) a post-survey executive summary presentation based upon survey results that includes recommendations for organizational improvement and manager action-planning.

DELIVERABLES:

Vendor will provide project management for the activities, tasks, and deliverables described in the agreement. The purpose is to provide technical direction and control of project personnel and to provide a framework for project planning, communications, reporting, procedural and contractual activity.

OUTCOMES:

Vendor's services will result in senior leaders being able to identify key differences between expectations of staff and how CPS views and supports employees. The Board expects to realize the following benefits through the engagement process:

1. Improved employee satisfaction,
2. Improved employee productivity,
3. Greater employee retention, and
4. Higher employee performance and engagement.

COMPENSATION:

Vendor shall be paid as specified in their agreement; total compensation for the term of the agreement shall not exceed \$166,950.

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 of Talent 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), this contract is exempt as this agreement is for proprietary software.

LSC REVIEW:

Local School Council approval is not applicable to this report.

FINANCIAL:

Fund 115
Talent Office, Unit 11010
\$50,085, FY20
\$116,865, FY21
Not to exceed \$166,950 for the one (1) year term.

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.

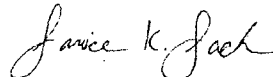
Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

Approved for Consideration:



JONATHAN MAPLES
Chief Procurement Officer

Approved:



JANICE K. JACKSON
Chief Executive Officer

Approved as to Legal Form:



JOSEPH T. MORIARTY
General Counsel

