

**AUTHORIZE A NEW TALEO SOFTWARE LICENSE AGREEMENT WITH ORACLE AMERICA, INC.
FOR TALENT ACQUISITION AND ON-BOARDING PROVIDED AS SOFTWARE AS A SERVICE**

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Authorize a new Taleo software license agreement with Oracle America, Inc. for Talent Acquisition and On-boarding provided as Software as a Service (SaaS), for use by the Department of Information Technology Services and Talent Office at an estimated annual cost set forth in the Compensation Section of this report. Vendor was selected on a non-competitive basis: This item was presented to the Single/Sole Source Committee on August 24, 2020, and approved by the Chief Procurement Officer. Prior to approval as a Single Source, the item was published on the Procurement website on August 18, 2020, found here: cps.edu/procurement. The item will remain on the Procurement website until the October 28, 2020 Board Meeting. This process complies with the independent consultant's recommendations for sole source procurements and the Board's "Single/Sole Source Committee Charter." No use of the software or services shall begin and no payment shall be made to Vendor prior to the 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.

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

VENDOR:

- 1) Vendor # 89823
ORACLE AMERICA, INC.
500 ORACLE PARKWAY
REDWOOD SHORES, CA 94065

Guy Borda
406 556-3420

Ownership: Oracle Corporation - 100%
(Publicly Traded)

USER INFORMATION :

Project
Manager: 12510 - Information & Technology Services

42 West Madison Street

Chicago, IL 60602

Swanton, Mr. Craig E

773-553-1300

Project
Manager: 11010 - Talent Office

42 West Madison Street

Chicago, IL 60602

Saxena, Ms. Shruti

773-553-1147

TERM:

The term of this software license agreement shall commence on January 1, 2021 and shall end December 31, 2023. The Board shall have one (1) option to renew this agreement for a twelve month period.

USE OF SOFTWARE:

Vendor will continue to provide commercially licensed Taleo 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 system brings efficiencies to the hiring process which results in an increased speed in the hiring process.

LICENSE FEE:

The vendor shall be paid a hosting fee. The software will be delivered as Software as a Service. There are no separate licensing or software maintenance and support fees

Estimated annual costs for the 3 year term are set forth below:

\$166,499, FY21
\$337,993, FY22
\$351,563, FY23
\$180,069, FY24

MAINTENANCE FEE:

The cost listed above includes the costs associated with software upgrades and bug fixes during the stated term.

AUTHORIZATION:

Authorize the General Counsel to include other relevant terms and conditions in the written license agreement. Authorize the President and Secretary to execute the license agreement. Authorize Chief Talent Officer to execute all ancillary documents required to administer or effectuate the 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 licensing.

LSC REVIEW:

Local School Council approval is not applicable to this report.

FINANCIAL:

Fund 115
ITS Department, Unit Number 12510

\$166,499, FY21
\$337,993, FY22
\$351,563, FY23
\$180,069, FY24

Not to exceed \$1,036,124 for the three (3) 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.

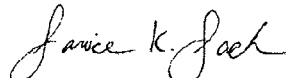
Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

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