

To: Board of Education

From: David Cunningham, executive director, human resources, legal services  
Samrie Devin, director, human resources

Re: BusinessPlus Human Resources and Recruitment Enhancement

Date: November 12, 2018

Background:

On July 19, 2012, the Board of Education approved the purchase of the district's current online application and recruitment module within the SunGard BusinessPlus human resources system. A few years ago SunGard announced that it would continue to support the recruitment module but not make significant enhancements. In August 2017 SunGard was purchased by PowerSchool, and in August 1, 2018, PowerSchool announced its acquisition of PeopleAdmin, a leading provider of talent management, professional development, and other technology solutions. PowerSchool will be fully integrating TalentEd into the BusinessPlus Human Resources module, currently being used by the school district.

Rationale:

PeopleAdmin contains three sub modules. TalentEd Hire, TalentEd EPI and TalentEd Records.

TalentEd Hire features many efficiencies for applicants, administrators, and HR staff. The module includes interview management where principals can save their time by scheduling interviews in bulk. Hiring managers can access their applicant materials easily from any location or device. TalentEd Hire ensures that applications are complete and efficiently processed. Applications can be easily transferred from other districts to Lawrence. Applicants can be notified of new jobs through a workflow. Jobs will automatically be posted to a nationwide job board, SchoolSpring, which promotes visibility.

TalentEd Records is a highly customizable tracking tool that ensures district compliance and audit-readiness. Streamline workflows and organized management to find documents on demand will help HR staff onboard efficiently and focus less on housekeeping items and target the needs of the new staff member. HR staff and hiring managers will be able to automate and simplify the transfer and exit process for existing staff. Tracking complex processes such as FMLA paperwork and all staff mandatory training videos will be simplified through TalentEd Records.

TalentEd EPI is a pre-screener for cognitive, attitudinal and teaching skills, this will replace Gallup currently be used by the district.

TalentEd will complete the district's human resources systems. Lawrence USD497 staff will greatly benefit from this module enhancement and hiring tools.

Recommendation:

Administration recommends the additional module enhancements to BusinessPlus (now Power School) at a net cost of \$19,205.

TalentEd Hire implementation	\$ 2,250.00
TalentEd Hire annual subscription	6,365.00
TalentEd EPI one time set up	1,500.00
TalentEd EPI (Equivalent of Gallup)	12,500.00
TalentEd Records implementation	3,750.00
TalentEd Records annual subscription	15,760.00
	<u>\$ 42,125.00</u>
Less Gallup, will not be renewed	\$ (23,100.00)
Net Cost to be paid from Human Resources and BusinessPlus system maintenance existing budgets	\$ 19,025.00

Motion:

"I move the Board of Education approve, with PowerSchool, the addition of PeopleAdmin TalentEd modules to BusinessPlus human resources system for \$42,125, net cost to the district of \$19,025 to be paid from existing human resources and BusinessPlus system maintenance budgets."