

General Information

Organization:	ISD #273 – Edina Public Schools	Date:	7/15/2026
Department:	Finance/Administration	Category:	Cloud-based Enterprise Resource Planning ERP Software

Process Notes

Component	Note
Process used	Request for Proposal (RFQ)
Vendors participating	- PowerSchool - Region 1 - Skyward

Vendor Information - Team

Vendor	Account Manager Name	Sales Manager Name	Implementation Manager
PowerSchool	Riley Reynolds riley.reynolds@powerschool.com	Kelly Wicoxson-Monette kelly.monette@powerschool.com	Michael Schecher michael.schecher@powerschool.com
Region 1	Erik Hiedeman erik@region1.k12.mn.us	Mara Schwartz marie@region1.k12.mn.us	Angie Potas angie@region1.k12.mn.us
Skyward	Dave Ilkka davei@skyward.com	Jordan Roberts jordanr@skyward.com	Leslie Strong leslies@skyward.com

References

Company Name	Organization	Contact Name	Phone	Email
PowerSchool	Osseo Independent School District 279	Gerald Edwards	763-391-7058	edwardsg@district279.org
	Saint Louis Park ISD 283	Jason Loewe	952-928-6066	loewe.jason@slpschools.org
	Sioux Falls SD 49-5	James Holmes	605-367-7900	James.holmes@k12.sd.usat
Region 1	Moorhead	Kim Wingenbach		
	Walker-Hackensack-Akeley	Kyle Bergen		
	Detroit Lakes	Kylie Johnson		
Skyward	Anoka-Hennepin ISD 11	Michelle Vargas		
	Eden Prairie ISD 272	Matthew Hippen		
	Rosemont-Apple Valley-Eagan 196	Christopher Onyango-Robshaw		

Qualifications & Certifications

Description	PowerSchool	Region 1	Skyward
Have you reviewed and agree with all terms, conditions, specifications, and requirements as described? (Y/N)	Yes "PowerSchool agrees to attach its Response to Customer RFP for reference; however, PowerSchool requests the opportunity to negotiate any final terms, to the extent they differ from the terms governing the existing relationship between the Parties. This RFP response is included in order to comply with the RFP submission requirements and is subject at all times to this Statement of Understanding and successful negotiation of terms upon award"	Yes	Yes
Is your application recognized as an approved solution by MDE for integration with MDE's Ed-Fi data reporting? (Y/N)	No	Yes	Yes
Do you certify you comply with FERPA? (Y/N)	Yes	Yes	Yes
Do you certify you comply with COPPA? (Y/N)	Yes	Yes	Yes
Do you certify you comply with all applicable Minnesota laws? (Y/N)	Yes PowerSchool complies with all Minnesota laws and regulations applicable to its business operations and the products and services proposed in response to this RFP and will continue to do so throughout the term of any resulting agreement.	Yes	Yes

General System Requirements

Question/Data Point	PowerSchool	Region 1	Skyward
Is your proposed application fully SaaS hosted (no District-hosted software/infrastructure required)?	YES - The proposed solution is delivered as a fully vendor-hosted Software-as-a-Service (SaaS) offering within PowerSchool managed cloud environments. No district-hosted servers, application infrastructure, operating systems, networking components, or data center resources are required. PowerSchool manages the underlying hosting infrastructure, maintenance, security, backup, and disaster recovery processes, allowing Edina Public Schools to access the solution through supported web browsers without the need to procure or maintain on-premises infrastructure.	Yes	Yes - Qmlativ is delivered as a fully SaaS-hosted solution. No District-hosted servers, software, databases, or related infrastructure are required to operate the application.
Does your proposed application support ROLE-based security?	YES - PowerSchool eFinancePlus includes role-based security that allows districts to control access to menus, modules, screens, functions, and data based on a user's assigned security profile or role. Talent (Perform, Applicant Tracking, Employee Records, and SchoolSpring Job Board) uses role-based security groups to manage access to system features and sensitive data. Standard security groups are available and customizable in most solutions. Allvue uses role-based security that allows districts to control access to modules, data, and input of budget information.	Yes	Yes - Skyward's security framework is built entirely on a role-based access control model, giving districts precise, scalable control over who can see and do what across the entire ERP system. Administrators can define and assign security roles at a granular level — controlling access to individual screens, fields, reports, and workflows — ensuring that each employee sees only the data and functionality relevant to their position. Roles can be configured to reflect the district's organizational structure, whether that's separating payroll staff from HR generalists, limiting budget managers to their specific cost centers, or granting read-only access to building-level administrators. Qmlativ also supports role layering, allowing multiple roles to be assigned to a single user when their responsibilities span departments, and any changes to a role propagate automatically to all users assigned to it — eliminating the need for one-off permission edits. Beyond internal users, role-based security extends to employee access where access is governed by the same framework, ensuring consistent, auditable security enforcement across the entire platform.

General System Requirements

Question/Data Point	PowerSchool	Region 1	Skyward
Does your proposed application support multi-factor authentication?	YES - PowerSchool supports Single Sign-On (SSO) through external Identity Provider (IdP) configurations, including Google and Microsoft Entra ID (Azure AD). For SSO implementations, Multi Factor Authentication (MFA) can be enabled and enforced through the IdP, ensuring secure access when users initiate an SSO session.	Yes	Yes - Skyward supports multi-factor authentication (MFA) as part of its layered approach to system security, providing Edina Public School District 273 with an additional safeguard against unauthorized access beyond traditional username and password credentials. When MFA is enabled, users are required to verify their identity through a secondary method — such as a time-based one-time passcode (TOTP) delivered via an authenticator app — before gaining access to the system. This added layer of protection is particularly critical for a K-12 environment where sensitive student, employee, and financial data must be protected against credential-based threats and unauthorized access attempts. Qmlativ's authentication framework is also designed to integrate with district identity providers, supporting single sign-on (SSO) configurations through standards such as SAML, which allows Edina Public School District 273 to leverage existing identity infrastructure — including tools like Microsoft Azure AD or Google Workspace — while still enforcing MFA policies at the district level. This means Edina Public School District 273 can align Qmlativ's authentication requirements with broader district security policies, providing consistent and compliant login experience for all staff across the organization.
Does your proposed application support SSO (SAML/OIDC)?	YES - PowerSchool supports Single Sign-On (SSO) through external Identity Provider (IdP) configurations, including Google and Microsoft Entra ID (Azure AD).	Yes	Yes - Skyward supports Single Sign-On (SSO) through industry-standard protocols, including SAML 2.0, enabling districts to integrate Qmlativ seamlessly into the district's existing identity and access management infrastructure. With SSO enabled, staff can authenticate once through the district's identity provider — such as Microsoft Azure Active Directory or Google Workspace — and gain access to Qmlativ without needing to manage a separate set of credentials, reducing password fatigue and the associated security risks that come with credential sprawl. From an administrative standpoint, SSO simplifies user provisioning and deprovisioning, as access to Qmlativ can be governed centrally through the district's identity provider, ensuring that when an employee separates from the district, their access is terminated consistently and promptly across all connected systems. This integration also supports the district's broader cybersecurity posture by centralizing authentication enforcement, including MFA policies, at the identity provider level so that Qmlativ inherits those controls automatically. The result is a streamlined, secure login experience for district staff that aligns with modern identity management best practices and reduces the administrative burden on the district's technology team.

General System Requirements

Question/Data Point	PowerSchool	Region 1	Skyward
Does your proposed application provide comprehensive audit logging?	YES - PowerSchool eFinancePlus provides comprehensive audit logging and audit trail capabilities, particularly for financial transactions and ledger activity. It maintains detailed records of additions, changes, postings, and transaction history to support accountability, internal controls, and audits. Additionally, Allovue provides audit logging of budget inputs and proposal approvals as part of the budget workflow. Our Talent solutions (Perform, Applicant Tracking, Employee Records, and SchoolSpring Job Board) also provide audit capabilities with some user-facing and others available from an administrator/support access.	Yes	Yes - Skyward's ERP solution provides comprehensive audit logging across all modules, capturing a complete record of every system interaction — including who made a change, what was changed, the before and after values, and the date and time of the action. This audit trail spans financial transactions, configuration changes, user access events, and approval workflows, ensuring you have full transparency and accountability needed to satisfy internal controls, external audits, and state compliance requirements. Audit logs are readily accessible to authorized administrators and can be filtered, queried, and reported directly within the system, supporting both routine oversight and targeted review when needed.
Does your proposed application provide configurable workflow automation	YES - The solution provides configurable workflows that automate key HR processes, including requisition approvals, recruiting, hiring, onboarding, employee record updates, evaluations, and other personnel actions. Workflows can be tailored to District policies and approval structures, automatically routing tasks and notifications to the appropriate stakeholders to improve efficiency, consistency, and process completion. Allovue Budget uses role-based, sequential approval workflows that you configure per proposal and budget type.	Yes	Yes - Skyward provides user defined workflows for common approval workflows like time off requests, timesheet approvals, purchasing requests, budget transfers and more. Process management also allows districts to define custom workflows for district-defined processes. For common workflows requests like time off approvals, timesheet approvals, and purchasing requests districts define their tier-based approval system. This no code setup allows districts to easily define their approval levels without relying on Skyward or in-depth technical knowledge. Conditional levels can be set up within these workflows. Each area has its own approval structure so districts can define their workflow for each individual approval type. Process management is a district defined workflow tool that allows users to define the steps in their workflow and who owns them, assignees get notified and take action in Skyward, progress is visible, and audit trail provides transparency that your process has been completed as desired.
Does your proposed application provide API-first architecture?	YES - The proposed solution supports API-first architecture principles by leveraging standardized RESTful APIs that serve as the primary method for internal integration and data exchange across all components. These APIs enable secure interoperability and support extensibility without reliance on the user interface.	Yes - In our web product (some examples Online shopping vendors. Twilio for our text messages and IRS direct connections)	Yes - Skyward supports secure API-based integrations, including managed APIs, OneRoster, and custom API options where needed. API access is controlled through Skyward's approval process to help ensure third-party vendors receive only the data required for approved integrations.

General System Requirements

Question/Data Point	PowerSchool	Region 1	Skyward
Does your proposed application support mobile devices?	YES - Perform, Applicant Tracking, Employee Records, and SchoolSpring Job Board provide 24/7 access across various devices, including computers, tablets, and mobile phones, using a web browser. The mobile responsive solution will be formatted to fit the screen of the device being utilized. eFinancePlus includes a mobile app for Android and iOS operating systems. eFinancePlus and Allovue are built with a responsive design that scales to your device, such as a large TV screen or tablet.	Yes - Web based product does for TimeTracker	Yes - Skyward's ERP solution is built with a fully responsive, browser-based architecture that provides seamless access across all modern mobile devices. This flexibility empowers district administrators, managers, and staff to stay productive and responsive whether they are in the office, at a school building, or on the go. Skyward also provides a mobile app for iOS and Android.
Does your proposed application support unlimited historical data retention?	YES - The Talent solution (Perform, Applicant Tracking, Employee Records, and SchoolSpring Job Board) offers unlimited data retention, enabling districts to securely maintain historical workforce records for compliance, reporting, auditing, and long-term reference purposes. PowerSchool eFinancePlus supports unlimited multiple years of historical financial, payroll, HR, and operational records, allowing organizations to maintain and access prior-year information for reporting, audit, compliance, and operational purposes. Allovue captures 5 years of historical eFinancePlus data for reporting and data visualizations. There is no limit on budgets that are built using Allovue.	Yes	Yes - Skyward's solution doesn't include data purging or archiving.

Functional System Requirements

Area/Section Question	PowerSchool	Region 1	Skyward
Finance Does your proposed solution address all of these required functions? General Ledger Budgeting Accounts Payable Purchasing Asset Management Grants Management Bank Reconciliation Financial Reporting	Yes – Please refer to the Functional System Requirements section of PowerSchool's Proposal document for more information.	Yes - Grants Management is not its own section, but there are multiple options for tracking or doing grant items depending on what is trying to be accomplished.	Yes - Skyward's ERP solution fully addresses all required financial functions that are listed. Skyward delivers a robust general ledger that serves as the financial backbone of the system, supporting multi-dimensional chart of accounts and real-time transaction processing, alongside a comprehensive budgeting module that enables multi-year planning, budget amendments, and real-time budget-to-actual comparisons. Accounts Payable and Purchasing work together to streamline the full procure-to-pay cycle — from requisition and purchase order creation through invoice matching, approval workflows, and vendor payment processing — while the Asset Management module tracks the full lifecycle of district assets including acquisition, depreciation, and disposal. The Grants Management module ensures school districts can effectively manage federal, state, and local grant funds with proper tracking, compliance reporting, and expenditure controls, and the Bank Reconciliation module simplifies the reconciliation of district bank accounts directly within the system for timely and accurate cash management. Rounding out the solution, Skyward's Financial Reporting capabilities provide powerful, configurable reporting tools — including dashboards, custom reports, and standard financial statements — giving district finance staff and leadership the real-time visibility and transparency needed to support informed decision-making across all financial operations.

Functional System Requirements			
Area/Section Question	PowerSchool	Region 1	Skyward
Human Resources Does your proposed solution address all of these required functions? EMPLOYEE RECORDS POSITION CONTROL BENEFITS ADMINISTRATION RECRUITING ONBOARDING PERFORMANCEMANAGEMENT PAYROLL	Yes - Please refer to the Functional System Requirements section of PowerSchool's Proposal document for more information.	Yes - RECRUITING/ ONBOARDING -we have some options to assist with pieces of these projects but may need more clarification of exact needs. Not a full applicant hiring site. But do have vacancy tracking and some basic applicant information tracking prior to automatically moving into employee information at hire.	Yes - Skyward fully addresses Edina Public School District 273's required HR and Payroll functions through a single, integrated suite. The Employee module houses information pertaining to the employee's record. The Position module houses each job in the organization along with each employee's individual assignment details, including job responsibilities and compensation. Position control is built in to manage and control position creation, enforce optimal and maximum FTE limits, and track historical information. Deductions and benefits are maintained on the employee profile. Updates to deduction and benefit rates can be imported from 3rd party systems. Skyward's Applicant Tracking module allows the district to post jobs, collect and review applications, and create employee records for hired applicants. Paired with Process Management, Edina Public School District 273 can manage new hire onboarding by assigning tasks to HR, IT, Payroll, the new employee, and other stakeholders to ensure everything is in place. Payroll supports multiple pays, unlimited benefits and deduction, paperless processing, full tracking of check transactions, payroll runs, retro pay, etc. Skyward does not include a Performance Management module.
Payroll Does your proposed solution address all of these required functions? PAYROLL PROCESSING TAX MANAGEMENT DIRECT DEPOSIT GARNISHMENTS LEAVE TRACKING	Yes - Please refer to the Functional System Requirements section of PowerSchool's Proposal document for more information.	Yes - Compliant for IRS and MN revenue requirements, various other states for remote workers. PERA/TRA, Wage theft, MN UI/ESST/MN Paid Leave, OSHA compliant. TimeOff plan years, rolling personal TimeOff plan years for MN Paid Leave/FMLA intermittent tracking.	Yes - Skyward addresses these required payroll functions through its integrated Payroll, Employee Access, and Time Off modules. The Payroll module runs paperless payroll with a choice of direct deposit or physical checks, supports multiple pay rates and unlimited benefit and deduction types, and allows districts to define multiple disposable-earning calculations so the system can calculate garnishments automatically. Tax management is supported both at the payroll-processing level and through built-in state and federal reporting. Skyward manages all tax tables and updates the system accordingly. Leave tracking is handled by the Time Off module, which allows employees to create and approve time off requests and interfaces with payroll to generate pay appropriately as paid time or as a dock based on the employee's time off balance. Requesting and approving is fully electronic and available through Employee Access and the mobile app.

Submission Checklist

Area/Section Question	PowerSchool	Region 1	Skyward
Minnesota School District Experience Have you included a <u>report of all of your Minnesota School Districts ERP client list (7/1/2019–5/30/2026)</u> including? GO LIVE DATE MODULES IMPLEMENTED TERMINATION DATE (IF APPLICABLE)	Yes - Please refer to the Minnesota ERP Clients section of PowerSchool's Proposal document.	Yes – Please see attached report	No - For confidentiality purposes, we are unable to disclose a comprehensive list of Minnesota clients who already benefit from partnering with Skyward. Upon being awarded the contract, Skyward would be willing to provide this list.
Security Have you included a report disclosing all cybersecurity incidents disclosed (2021–2026) including? DATE IMPACT NUMBER OF CLIENTS AFFECTED REMEDIATION ACTIONS	Yes - Please refer to the Security section of PowerSchool's Proposal document.	N/A - No cybersecurity incidents to report	No – (N/A) Skyward, Inc. has no publicly disclosed cybersecurity incidents/data breaches from 2021–2026.
Security Have you included your current SOC 2 Type II report including? DATE OF AUDIT AUDITING ORGANIZATION SCOPE OF CERTIFICATION SUMMARY OF FINDINGS	Yes - Please refer to the Security section of PowerSchool's Proposal document.	No - Region I has not completed SOC 2 Type II reporting	No - For security reasons, we do not provide the current SOC 2 Type II report as part of an RFP response, to prevent unintended disclosure of sensitive information. The district can request and obtain the most current report after signing a non-disclosure agreement with our cloud hosting provider, ISCorp.
Security Have you included the following information about your Security Practices? SECURE CODE REVIEW DEPENDENCY SCANNING VULNERABILITY TESTING PENETRATION TESTING	Yes - Please refer to the Security section of PowerSchool's Proposal document.	Yes	Yes - Security practices for Skyward and ISCorp, our cloud hosting provider, are included in the Skyward System Configuration located on pages 2-29 of the Infrastructure & Hosting Architecture section of our RFP response.

Submission Checklist			
Area/Section Question	PowerSchool	Region 1	Skyward
Infrastructure & Hosting Architecture Have you included the following information about your Hosting Environment ? CLOUD PROVIDER(S) DATA CENTER LOCATION(S) GEOGRAPHIC REDUNDANCY	Yes - Please refer to the Infrastructure & Hosting Architecture section of PowerSchool's Proposal document.	Yes - Region I does not support any cloudhosting. Our data-center is located at our offices in Moorhead, MN and backed up offsite at 702 communication	Yes - Hosting Environment information for Skyward and ISCorp, our cloud hosting provider, are included in the Skyward System Configuration located on pages 2-29 of the Infrastructure & Hosting Architecture section of our RFP response.
Infrastructure & Hosting Architecture Have you included the following information about your Database Architecture ? DATABASE PLATFORM REPLICATION STRATEGY HIGH AVAILABILITY DESIGN	Yes - Please refer to the Infrastructure & Hosting Architecture section of PowerSchool's Proposal document.	Yes - SQL Server 2022 - Migrating to SQL Server 2025 in Spring 2027 Our databases are backed up hourly and can be restored to a specific timestamp	Yes - Qmlativ Database Architecture information is included in the Skyward System Configuration located on pages 2-29 of the Infrastructure & Hosting Architecture section of our RFP response.
Infrastructure & Hosting Architecture Have you included the following information about your Backup and Recovery ? BACKUP FREQUENCY RETENTION SCHEDULE RECOVERY POINT OBJ. (RPO) RECOVER TIME OBJ. (RTO)	Yes - Please refer to the Infrastructure & Hosting Architecture section of PowerSchool's Proposal document.	Yes - Logs are backed up hourly and our databases are backed up every night. Backup retention is currently 20 days Database can be restored back to specific point in time	Yes - Backup and Recovery information for Skyward and ISCorp, our cloud hosting provider, are included in the Skyward System Configuration located on pages 2-29 of the Infrastructure & Hosting Architecture section of our RFP response.
Infrastructure & Hosting Architecture Have you included the following information about your Disaster Recovery ? DR ARCHITECTURE FAILOVER PROCESS TESTING SCHEDULE	Yes - Please refer to the Infrastructure & Hosting Architecture section of PowerSchool's Proposal document.	Yes – Offsite backups housed at 702 communications. Systems can be restored timely	Yes - Disaster Recovery information for Skyward and ISCorp, our cloud hosting provider, are included in the Skyward System Configuration located on pages 2-29 of the Infrastructure & Hosting Architecture section of our RFP response.

Submission Checklist			
Area/Section Question	PowerSchool	Region 1	Skyward
Application Development & Deployment Have you included the following information about your Source Code Management ? REPOSITORY PLATFORM OWNERSHIP BRANCHING STRATEGY	Yes - Please refer to the Application Development & Deployment section of PowerSchool's Proposal document.	Yes - SMART Systems Development/owned by Regions 1-5 Visual SYN - source control Apache subversion Isolated copies	Yes - Qmlativ Source Code management is included in the Skyward System Configuration located on pages 2-29 of the Infrastructure & Hosting Architecture section of our RFP response.
Application Development & Deployment Have you included the following information about your Deployment Process ? DEVELOPMENT ENVIR. TEST ENVIRONMENT PRODUCTION ENVIRONMENT RELEASE PROCESS	Yes - Please refer to the Application Development & Deployment section of PowerSchool's Proposal document.	Yes - SMART Systems Development/Owned by Regions 1-5 Development/Test/Production (simulated) servers and software at SSD Test/Production at each region Testing software is released to region to test for period of time. End to End testing prior to release week. Software is released to regions. Regions choose when to install within 3-week timeframe of release	Yes - Deployment Processes for Skyward and ISCorp, our cloud hosting provider, are included in the Skyward System Configuration located on pages 2-29 of the Infrastructure & Hosting Architecture section of our RFP response.
Application Development & Deployment Have you included the following information about your Change Management ? RELEASE SCHEDULE EMERG. RELEASE PROCESS ROLLBACK PROCEDURES	Yes - Please refer to the Application Development & Deployment section of PowerSchool's Proposal document.	Yes - SMART Systems Development/Owned by Regions 1-5 Feb/March - mandatory release 941s/W4 May - end of fiscal year items/Payoffs Sept - back to school Items/MDE STAR Dec - Mandatory release W2/1099s/ACA Other things are included in releases as ready, but that general timeline stays the same due to mandatory items. Hotfixes are released as needed; previous version is always available to roll back to. Backups are done prior to any major release in case.	Yes - Change Management for Skyward and ISCorp, our cloud hosting provider, are included in the Skyward System Configuration located on pages 2-29 of the Infrastructure & Hosting Architecture section of our RFP response.
Sub-Processors Have you included the following information about your Current Sub-Processors ? COMPANY NAME SERVICE PROVIDED DATA SHARED STORAGE LOCATION SECURITY CERTIFICATIONS	Yes - Please refer to the Sub-Processors section of PowerSchool's Proposal document.	N/A - No Sub-Processors	Yes - Current Sub-Processors are included in the Skyward System Configuration located on pages 2-29 of the Infrastructure & Hosting Architecture section of our RFP response.

Submission Checklist			
Area/Section Question	PowerSchool	Region 1	Skyward
Sub-Processors Have you included the following information about your Sub-Processors Standards and Requirements? DATA TRANSMISSION METHOD ENCRYPTION STANDARDS MONITORING CONTROLS VENDOR RISK MGMT PROC.	Yes - Please refer to the Sub-Processors section of PowerSchool's Proposal document.	N/A – No Sub-Processors	Yes
Data Ownership & API Access Have you provided information about how you meet the district's REQUIRED features? DISTRICT SHALL RETAIN FULL OWNERSHIP OF ALL DATA UNRESTRICTED ACCESS TO ALL DISTRICT-OWNED DATA ABILITY TO EXPORT DATA AT ANY TIME NO RESTRICTIONS ON THIRD-PARTY INTEGRATIONS ABILITY FOR DISTRICT TO GRANT API ACCESS TO ANY THIRD-PARTY VENDOR	Yes - Please refer to the Data Ownership & API Access section of PowerSchool's Proposal document.	Yes - District shall retain full ownership of all data and our support staff can work with district personnel on any customized reports Our support staff can assist data export accommodations via FTP sites per request While we are able to assist with customized third-party integrations, we are unable for the district to grant API Access to any third- party	Yes - Data Ownership information is included in the Skyward System Configuration located on pages 2-29 of the Infrastructure & Hosting Architecture section of our RFP response.
Data Ownership & API Access Have you included the following information about your APIs? API DOCUMENTATION RATE LIMITS AUTHENTICATION METHODS EXPORT CAPABILITIES	Yes - Please refer to the Data Ownership & API Access section of PowerSchool's Proposal document.	N/A	Yes - API information is included in the Skyward System Configuration located on pages 2-29 of the Infrastructure & Hosting Architecture section of our RFP response.

Submission Checklist			
Area/Section Question	PowerSchool	Region 1	Skyward
Integrated Time Clock Have you included the details about the capabilities of your Integrated Time Clock? MOBILE CAPABILITIES GEOFENCING SUPERVISOR APPROVALS PAYROLL INTEGRATION REPORTING CAPABILITIES HARDWARE REQUIREMENTS	Yes - Please refer to the Integrated Time Clock section of PowerSchool's Proposal document	Yes - Clocking in is available on any mobile device. We have the ability to restrict to the district's IP addresses or require people to be on their WIFI to clock in. Customizable down levels to a person. Customizable by district: Supervisor approvals, Time Tracker data integrates into Payroll, TimeOff and ACA. Many reports and automatic notifications available in SMART & SMART eR. No physical timeclock required. Runs on a computer, Chromebook, iPad -whatever is chosen by district to clock in.	Yes - Skyward's integrated Time Tracking module provides Edina Public Schools with a comprehensive, modern approach to employee time tracking that connects directly to payroll. On the mobile side, employees can clock in and out, view their schedules, and manage time entries directly from any mobile device through Skyward's responsive web interface or the mobile app, eliminating the need for employees to be at a fixed workstation to record their time. Geofencing is not supported but IP Address ranges can be used to determine what network employees would need to be connected to before recording time entries. Supervisors have real-time visibility into employee time activity and can review, edit, and approve or reject timesheets directly within Skyward. A tier based approval routing workflow ensures that timesheets pass through the appropriate chain of review before being submitted to payroll. The integration between Time Tracking and Skyward's Payroll module is native and seamless since this is all one software package. Approved hours flow directly into payroll processing without manual data entry or file imports, reducing errors and administrative overhead while ensuring that employees are paid accurately and on time. Robust reporting capabilities give HR and Finance staff access to time and attendance data across the school district. Regarding physical hardware, Skyward's Time Tracking module is primarily software-driven and browser-based, meaning the district can leverage existing devices — including desktop computers, tablets, and mobile phones. Skyward does support dedicated time clock hardware for locations where a fixed clock-in station is preferred, providing Edina the flexibility to deploy the solution in a way that matches each building's operational needs. Physical time clocks and kiosk functionality is provided through Skyward's exclusive third party School Technology Associates and does have an additional cost. If Edina Public Schools is interested in physical time clocks and kiosks, additional information and pricing can be provided.

Submission Checklist			
Area/Section Question	PowerSchool	Region 1	Skyward
Implementation Plan Have you included the following information about your Implementation Management Team ? PROJECT MANAGER SUPPORT TEAM NUMBER OF MINNESOTA-BASED SUPPORT STAFF NUMBER OF ERP-DEDICATED SUPPORT STAFF	Yes - Please refer to the Implementation Plan section of PowerSchool's Proposal document.	Yes - Our implementation team will also continue forward as your support representatives. We believe there is a large benefit to having those who help build and create your database to also support it. We have two IT specialists, four finance support specialists and five payroll/HR support specialists - all based In Moorhead, MN. We are unable to migrate any past records Into SMART Systems	Yes - Project Manager and Support Team will be determined upon receipt of PO. We do not have any support staff residing in Minnesota; however, we do have Minnesota certified staff. Skyward has a total of 90 employees dedicated to our ERP support.
Implementation Plan Have you included the details about your Implementation Plan ? DATA MIGRATION STRATEGY TESTING STRATEGY/PLAN CUTOVER PLAN	Yes - Please refer to the Implementation Plan section of PowerSchool's Proposal document.	Yes - Please see proposed implementation timelines	Yes
Implementation Plan Have you included the details about your Post-Implementation Plan ? CHANGES TO CONTACTS FOR SUPPORT PROCESS TO REPORT BUGS PROCESS TO REQUEST TRAINING	Yes - Please refer to the Implementation Plan section of PowerSchool's Proposal document.	Yes - There are no changes to your support contacts. Bugs are reported to your support representatives. Items added to our SSD development timeline to determine steps for resolution. To request training, our support representatives can work with district personnel to schedule virtual/live training sessions	Yes
Ongoing Support Have you included the details of your support Support Staffing ? NUMBER OF SUPPORT PERSONNEL NUMBER OF MINNESOTA-BASED SUPPORT STAFF NUMBER OF ERP-DEDICATED SUPPORT STAFF	Yes - Please refer to the Ongoing Support section of PowerSchool's Proposal document.	Yes - We have two IT specialists, four finance support specialists and five payroll/HR support specialists - all based In Moorhead, MN	Yes - Skyward has a total of 178 support personnel. We do not have any support staff residing in Minnesota; however, we do have Minnesota certified staff. Skyward has a total of 90 employees dedicated to our ERP support.

Submission Checklist			
Area/Section Question	PowerSchool	Region 1	Skyward
Ongoing Support Have you included the following information about your Support Performance Metrics? AVERAGE RESPONSE TIME AVERAGE RESOLUTION TIME ESCALATION PROCESS SLA COMMITMENTS	Yes - Please refer to the Ongoing Support section of PowerSchool's Proposal document.	N/A - We do not utilize a formal ticket system for our software support. Our dedicated team is available from 8:00am - 4:30pm and prides ourselves on our renowned service. We are generally able to solve issues the same-day, or work with our Software Development team to find customized solutions.	Yes - Please refer to the Ongoing Support section located on pages 101-110 of our RFP response.
Ongoing Support Have you included the details about your capabilities for Onsite Support? PROVIDE ONSITE SUPPORT CONDUCT TRAINING ASSIST WITH MAJOR INCIDENTS	Yes - Please refer to the Ongoing Support section of PowerSchool's Proposal document.	Yes - We are available for onsite support at the request of our district users. Most of our support correspondence is handled via phone/email communication. Many of our support requests are diagnosed and resolved remotely. We are available at the district request for both onsite training & major Incident resolutions.	Yes - Please refer to the Ongoing Support section located on pages 101-110 of our RFP response.
Ongoing Support Have you included the following information about your Support Platform? CUSTOMER PORTAL TICKETING SYSTEM KNOWLEDGE BASE SERVICE STATUS MONITORING	Yes - Please refer to the Ongoing Support section of PowerSchool's Proposal document.	Yes - We do not have a formal ticketing system. We have dedicated representatives specific to Finance & Payroll/HR who would be assigned to your district. Our team currently supports over 90 MN districts & charter schools. Software issues/ideas reported by district to region are taken to statewide committee. If approval tasks are created and scheduled. Regions notify users about new features with user notes each release.	Yes - Please refer to the Ongoing Support section located on pages 101-110 of our RFP response.

Proposed Pricing/Cost Estimates

One-time and Implementation Costs

Description	PowerSchool	Region 1	Skyward
1. Project Management	1.	1. \$0	1. \$13,020.00 (1)/Fixed
2. Solution Configuration	2.	2. \$0	2. Included
3. Data Migration	3.	3. \$0	3. \$54,882.00 (1)/Fixed
4. Integrations	4.	4. \$0	4. TBD
5. Testing	5.	5. \$0	5. Included
6. Training	6.	6. \$0	6. \$73,020.00 (1)/Fixed
7. Go-Live Support	7.	7. \$0	7. Included
8. Travel & Expenses	8.	8. \$0	8. Included
	9. Guided Implementation (Virtual) \$ 9,710.00 Applicant Tracking & Employee Records		9. Consulting - \$25,740.00 (1)/Fixed
	10. Guided Implementation (Onsite) \$15,710.00 Applicant Tracking & Employee Records		10. Cloud Set Up \$840.00 (1)/Fixed
			11. CORE - \$141,780.00 (1)/Fixed
			12. Applicant Tracking - \$16,116.00 (1)/Fixed
			13. Time and Attendance - \$16,116.00 (1)/Fixed
			14. Assets - \$10,200.00 (1)/Fixed
			15. Benefit Management - \$10,200.00 (1)/Fixed
			16. Developer AP (unlimited) - \$0 (1)/Fixed

Professional Services Rate Card

Description	PowerSchool	Region 1	Skyward
1. Project Manager	1. Included in Implementation Costs Above	1. N/A	1. Included
2. Functional Consultant	2. Included in Implementation Costs Above	2. N/A	2. Included
3. Technical Consultant	3. Included in Implementation Costs Above	3. N/A	3. Included
4. Integration Developer	4. Included in Implementation Costs Above	4. N/A	4. Included
5. Trainer	5. Included in Implementation Costs Above	5. N/A	5. Included

Annual Subscription Costs

Description	PowerSchool	Region 1	Skyward
1. Financial Management	1. EPP,Allovue, CI, AMS - \$ 142,689.36	1. \$47,244.45	1. \$46,079.00
2. Human Resources	2. ATS, Records, Perform, Prof.Learning - \$ 40,812.65	2. \$53,116.60	2. Included in CORE
3. Payroll	3. Included in Financial Management	3. Included in Human Resources	3. Included in CORE
4. Employee Self Service	4. Included in Financial Management	4. \$0	4. Included in CORE
5. Workflow	5. Included in Financial Management	5. \$0	5. Included in CORE
6. Reporting/Analytics	6. Included in Financial Management	6. \$0	6. Included in CORE
	7. Time Clock Plus (billed directly with TCP)- \$11,729.00		7. Applicant Tracking - \$5,238.00
			8. Assets - \$3,315.00
			9. Benefit Management - \$3,315.00
			10.Time and Attendance - \$5,238.00
			11.Developer API (unlimited) - \$3,825.00
			12. Cloud Hosting - \$17,000.00

Proposed Year Changes

Year/ Maximum % Increase to Subscription Fees	PowerSchool	Region 1	Skyward
1	3%	2%	0%
2	3%	2%	0%
3	3%	2%	0%
4	3%	2%	3.8%
5	3%	2%	3.8%