

STATEMENT OF WORK

This Statement of Work adds to, modifies, or otherwise amends that certain Master Consulting Services Agreement between Client and Gallup, Inc. (Gallup) dated October 1, 2002, with regard to the following Services set forth below to be provided for the following Project(s) **TeacherInsight, Project #149182**

1. The following constitutes the Services or deliverables under this Statement of Work ("Additional Services"): TeacherInsight for Keller ISD.
2. Gallup agrees to provide and maintain all hardware, software, programming and research for a web-based TeacherInsight interview to be used by Client during the term of this Agreement.
3. It will be the responsibility of Client to select and notify candidates that will go through the designated web-site and respond to TeacherInsight assessment.
4. Gallup will analyze the national interview data at least once each interview year for fairness issues and report the results to the client.
5. Gallup may include, at Gallup's discretion, items to be analyzed for research purposes within the TeacherInsight assessment. These research items may be changed at Gallup discretion.
6. The TeacherInsight data are the property of Gallup and may be used by Client during the term of this Agreement. Client may not share this data with anyone outside of Client's Schools.
7. Client agrees to participate in periodic studies for the purpose of testing TeacherInsight's predictive validity. Client's participation will not exceed once in any four-year period. As part of the study, Client agrees to provide information regarding the teachers hired and assist in communicating to principals and teachers the process for collecting principal and student ratings on up to 10% of teachers hired with TeacherInsight.
8. The results of these interviews will be reported via the web in a confidentially held site. The result of the TeacherInsight interview is a percentile score per applicant. A Gallup reference score will be provided to Client.
9. Gallup's TeacherInsight assessment should not be used alone by Client in making hiring decisions and should be used in conjunction with other selection criteria already in use by Client.
10. Contract will be reviewed for annual renewal approximately three months prior to termination.
11. Client agrees to pay Gallup the following for outlined services:
 - Consulting through implementation and with the Annual Report; hardware and software maintenance; technical support for district personnel and candidates
 - Teacher Insight Automated Interview – unlimited use for contract term
 - TeacherInsight Impact I Seminar Session(s) for all administrators not previously trained in proper use and interpretation of TeacherInsight results.
 - FIT Interview
 - Gallup Online results reporting or electronic transfer of data. Support for one-time integration of results using Gallup's protocol
 - Annual report of candidate pool characteristics
 - Online applicant sorting ability
 - Ongoing research and interview fairness testing

TOTAL **\$27,628**

***TeacherInsight seminar details:**

- Dates of TeacherInsight Impact I Seminar: TBA
- Location of Seminar: TBA
- All seminar materials are included in the service fee.
- Gallup will bill Client for airfare, lodging, meals, transportation (including rental car fees, parking, tolls and gas mileage reimbursement), incidental expenses for one presenter(s) to conduct the seminar according to consultant guidelines. In addition, freight charges for seminar materials will be billed to Client.

If the Client cancels this project with less than two (2) weeks notice, Gallup will be entitled to a cancellation charge equal to 25% of the total service fee and Gallup costs in connection with its services incurred to the date of such cancellation, including travel reservations. If the project is rescheduled with new dates following execution of the agreement, Gallup shall be entitled to a fee equal to 10% of the service fee and Gallup's costs in connection with its services incurred to the date of such postponement, including travel reservations.

12. The Service Fee will be billed by Gallup upon acceptance of this Statement of Work.

13. Term of this agreement is October 1, 2008 through September 30, 2009.

14. Except as specifically amended by this Statement of Work, all the terms and conditions of the Master Consulting Services Agreement shall remain in full force and effect. This Statement of Work shall be effective upon complete execution and receipt by Gallup's Contracting Officer. Gallup shall have no obligation to initiate work on the Additional Services, nor shall it be responsible for any project timelines for the Additional Services, until this Statement of Work becomes effective.

If the foregoing terms and conditions meet with your understanding and approval, please indicate Client's acceptance and agreement by signing this statement and faxing copy to Judy Bailey at 402-484-4250.

GALLUP, INC.

BY: _____

PRINT NAME: Rosanne Liesveld

TITLE: Managing Partner

DATE: _____

KELLER ISD

BY: _____

PRINT NAME: _____

TITLE: _____

DATE: _____