



MEMORANDUM

TO: ISD 110 School Board

FROM: Jeni Super, Director of Human Resources
Pam Carman, Director of Finance & Operations

DATE: June 8, 2026

SUBJECT: Approval of Red Rover Hiring and Employee Records Modules

Purpose

Administration recommends approval of an agreement with Red Rover to expand the District's current platform to include Hiring and Employee Records Management modules, replacing Frontline for these functions.

Background

Waconia Public Schools currently utilizes Red Rover for absence management and timekeeping and Frontline for hiring and employee records management. Following an evaluation of the District's human resources systems and future technology needs, administration believes expanding Red Rover will improve operational efficiency by consolidating key HR functions within a single platform while maintaining Skyward as the District's primary system of record.

The expanded functionality will support recruiting, hiring, onboarding, employee records management, timekeeping, and absence management through a more integrated workflow environment. The transition is expected to reduce duplicate data entry, improve process consistency, streamline administrative workflows, and enhance the user experience for staff and administrators.

Administration plans to continue utilizing Frontline through October 2026 to allow for an orderly implementation following the District's peak hiring season and to appropriately sequence this transition with other major technology initiatives, including the future migration to Skyward Qmlativ. This phased approach is intended to minimize operational risk and support a successful implementation.

Financial Impact

The proposed Red Rover expansion includes the following costs:

Module	Annual Fee	One-Time Setup Fee	Total
Hiring	\$13,500	\$3,900	\$17,400
Records	\$9,500	\$2,700	\$12,200
Total	\$23,000	\$6,600	\$29,600

Funding for the Red Rover expansion was incorporated into the FY2026–27 budget. Administration is recommending a temporary extension of Frontline through October 2026 to support implementation sequencing and reduce operational risk during the transition.

Recommendation

Administration recommends approval of the agreement with Red Rover for Hiring and Employee Records Management modules at a first-year cost of \$29,600 and authorization for administration to execute the necessary contracts and proceed with implementation.