



**NORTH SLOPE BOROUGH SCHOOL DISTRICT
M E M O R A N D U M**

TO: Qaiyaan Harcharek, President
Members of the School Board

THROUGH: Pauline Harvey, Superintendent

FROM: Fadil Limani, Chief Financial Officer

DATE: May 9, 2021

SUBJECT: Contracts over \$10k-Frontline Education

DocuSigned by:

Pauline Harvey
A79222E99861479

Memo No: SB21-239
(Action Item)

2020-2025 STRATEGIC PLAN SUMMARY

3.0 STAFF SUCCESS: Strengthen the recruitment and retention of highly effective staff and inspire more Iñupiaq teachers and administrators.

3.1 HIRING & RECRUITING: Improve the hiring and onboarding process for all employees.

4.0 FINANCIAL & OPERATIONAL STEWARDSHIP: Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.

4.2 FINANCIAL STEWARSHIP/MANAGEMENT: Ensure financial management based on what is best for our students.

Issue Summary:

In accordance with applicable Board policy, contracts and MOA's \$10,000 or greater require Board approval. BP 3312

Background:

Frontline Technologies Group LLC, doing business as Frontline Education, provides software solutions and was originally founded in 1998. The Company designs and develops cloud-based educational software that simplifies employee management, recruiting and hiring, students attendance, and administration.

Frontline Education empowers strategic K-12 leaders with school administration software to proactively manage their human capital, business operations and special education.

The School District has utilized Frontline Education for several years mainly with the services of Applicant Tracking System which streamlines the application process and allows job-seekers to apply online. The current annual subscription for the Applicant Tracking System is \$8,008.81. The District is looking to add to the portfolio of services provided by Frontline Education, specifically within the Human Resource Management System and Recruiting (HRMS). HRMS software solution supports the applicant tracking to onboarding to benefits administration to compensation and position management.

Some of the benefits of HRMS include:

- Empower HR to drive talent, compensation, benefits, and position management
- Inform precise workforce planning and organizational mapping
- Proactively recruit from the largest active pool of K-12 job-seekers
- Streamline the onboarding processes and get new hire to work faster

See attached proposal for further details.

Length of Contract:

The length of contract for the additional services is from June 25, 2021 thru April 10, 2022.

Funding Source and Purchase/Contract Amount:

Professional & Technical	100.200.551.000.410	\$14,121.19
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Available Budget:

Available Budget after the processing of the BLT is \$14,684.22

Budget Line Transfer:

See attached BLT worksheet.

Grant Funds:

There are no grant funds associated with the funding of identified contracts.

Compliance with BP 3311:

N/A as the dollar amount of the contract is less than \$20,000.00

Proposed Motion:

“I move that the NSBSD Board of Education approve the above \$10,000 and greater proposals and related contract with Frontline Education in an amount not to exceed \$14,121.19 as described in this memo and related attachments.”

Moved by _____ Seconded by _____

Vote _____