

**35887**  
**ADOPTED – BOARD OF TRUSTEES**  
**COMMUNITY COLLEGE DISTRICT NO. 508**  
**JUNE 4, 2026**

**BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508**  
**COUNTY OF COOK AND STATE OF ILLINOIS**

**APPLICANT TRACKING SYSTEM (ATS)**  
**ORACLE AMERICA INC.**  
**THE OFFICE OF HUMAN RESOURCES AND STAFF DEVELOPMENT**  
**DISTRICT WIDE**

**THE CHANCELLOR RECOMMENDS:**

that the Board of Trustees authorizes the Chair, upon final approval of the General Counsel as to the legal form of such agreement, to authorize the execution of an agreement with Oracle America, Inc. for a District Wide Applicant Tracking System (ATS) Taleo Oracle product for the period from July 1, 2026, through June 30, 2027, at a cost not to exceed \$125,465.53.

**VENDOR:** Oracle America Inc.  
500 Oracle Parkway  
Redwood City, CA 94065

**USER:** District Wide

**TERM:**

The term of the agreement shall commence on July 1, 2026, and end on June 30, 2027.

**SCOPE OF SERVICES:**

Oracle's Taleo will provide an automated platform utilized for talent acquisition processes for prospective employees.

Oracle's Taleo system will provide:

1. Hiring/Recruitment Module, On-Boarding Module, & Social Sourcing Module.
2. An integrated and automated Hiring and Recruitment solution that is both user-friendly and intuitive. The system provides the ability to immediately narrow applicants through pre-employment qualifications questions and electronically obtain and screen credentials.
3. A user-friendly workflow to schedule, manage and notify candidates (and required personnel) of steps in the hiring process, send electronic notices of hiring decisions to applicants and to manage the onboarding process for all new employees.

A strong functional capability which provides the ability to track applicants, customize the gateway for candidates to apply for specific positions within the organization, and robust reporting that provides the metrics of our hiring and recruitment activities to assist in attracting, hiring, and retaining the best possible talent for City Colleges of Chicago. Additionally, the Taleo Oracle system has the ability to integrate with social media sites to allow the import of data and communication with existing applicants.

4. Onboarding module will allow automation of hiring process from Taleo Oracle to PeopleSoft HCM.
5. Social Sourcing module will allow individuals portals to be developed to attract specific target applicants by college and make it easier to communicate with recruiters.
6. A complete automation of student workers to allow for a seamless hiring process across all colleges.

**BENEFIT TO CITY COLLEGES OF CHICAGO:**

The proposed upgrade to our Taleo Oracle system will provide the District with a streamlined electronic hiring and recruitment process that will attract a wider range of applicants and decrease the hiring turn-around time, provide better communication tools between recruiters and candidates, and provided automated key performance indicators demonstrating progress in the candidate sourcing, offer acceptance, and average time to fill and hiring process. New portals will be available for each college to attract targeted applicants and allow each college to better manage their hired applicants. Onboarding of Student workers will be automated to allow for a paper-free process across all colleges.

**VENDOR SELECTION CRITERIA:**

Pursuant to State Law, all contracts for the purchase and delivery of data processing equipment, Software and services are exempt from the District's competitive bidding requirements.

Oracle's Taleo will be sunset in 2030 and currently support has been stopped for issue resolution and will be replaced by an awarded Vendor.

**MBE/WBE COMPLIANCE:**

The Office of Procurement Services has reviewed the proposed compliance plan and recommends a full waiver of the Board Approved MBE/WBE Contract Participation Plan due to the nature of the agreement (software services) and the absence of subcontracting opportunities.

**GENERAL CONDITIONS:**

Inspector General – It shall be the duty of each party to the agreement to cooperate with the Inspector General for City Colleges of Chicago in any investigation conducted pursuant to the Inspector General's authority under Article 2, Section 2.7.4(b) of the Board Bylaws.

Ethics – It shall be the duty of each party to the agreement to comply with the applicable provisions of the Board's Ethics Policy adopted January 7, 1993, and as amended by the Board.

Contingent Liability – Pursuant to Section 7-14 of the Illinois Public Community College Act, all agreements authorized herein shall contain a clause that any expenditure beyond the current fiscal year is subject to appropriation in the subsequent fiscal year.

**FINANCIAL:**

**Total:** \$125,465.53

**Charge to:** Office of Information Technology

**Source of Funds:** Education Fund

**Budget Line:** 53/540000-00003-0023006-80000

**Respectfully submitted,**

**Juan Salgado  
Chancellor**

**June 4, 2026 – Office of Human Resources and Staff Development**