36048
ADOPTED – BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508
NOVEMBER 5, 2026

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

HR PERFORMANCE MANAGEMENT SYSTEM
CORNERSTONE ON DEMAND, INC.
THE OFFICE OF HUMAN RESOURCES
DISTRICT WIDE

THE CHANCELLOR RECOMMENDS:
that the Board of Trustees authorizes the Chair, upon final approval of the General Counsel of the legal form of such agreement, to renew an agreement with Cornerstone OnDemand, Inc. to provide a District Wide Human Resources Performance Management system from January 1, 2027, to December 31, 2027, and a total cost not to exceed $101,081.40.

VENDOR: Cornerstone OnDemand, Inc.
1601 Cloverfield Blvd., Suite 620S
Santa Monica, CA 90404

USER: District Wide

ORIGINAL TERM:
In accordance with Board Report #34993, the original term of this agreement began on January 1, 2024, and will end on December 31, 2026, with the option to renew for two (2) one-year periods.

FIRST RENEWAL TERM:
The first renewal term of this agreement shall begin on January 1, 2027, and shall end on December 31, 2027, with one (1) option to renew for one (1) year.

SCOPE OF SERVICES:
The scope includes licenses, subscriptions, and implementation services for an HR Performance Management tool that integrates with CCC's other systems of record that will allow CCC management to identify, assess and evaluate employee job competencies.

BENEFIT TO CITY COLLEGES OF CHICAGO:
The Performance Management program will be designed to support and improve the overall operation of the organization and would assist the growth and development of individual professional capabilities. In addition, the solution will identify employee strengths and areas of improvement and allow for the rating of employee performance against established performance standards. The solution will support appropriate

management oversight and assure that employees have goals that are in line with the overarching departmental and goals of the district.

VENDOR SELECTION CRITERIA:
CCC procured these services pursuant to Specifications prepared by District Office Procurement Staff for a Request for Proposal (RFP) #SN2303 publicly advertised on July 11, 2023. Twenty-one (21) firms were contacted directly; a pre-proposal conference was held on July 18, 2023. Three firms responded, and the Evaluation Committee scored each proposal based on the evaluation criteria outlined in the RFP document:

1. Firm Qualifications
2. Professional and Technical Competence
3. Implementation Plan
4. Past Performance and References
5. Cost/Fee Proposal
6. M/WBE Compliance Plan

Two (2) firms were shortlisted to the oral presentation phase of the evaluation process:

Name of Firm	Written Proposal Avg. Score	Oral Presentation Avg. Score	Total Avg. Score
Cornerstone 1601 Cloverfield Blvd., Ste 600S Santa Monica, CA 90404	76.14	86.57	81.36
PeopleAdmin 150 Parkshore Drive Folsom, CA 95630	82.71	75.57	79.14
Note: Scores are based on a 100-point maximum			

Based on the combined written and oral presentation scores of the shortlisted vendors, the Evaluation Committee recommends awarding the contract to Cornerstone OnDemand, Inc.

MBE/WBE COMPLIANCE:
The Office of Procurement Services has reviewed the proposed compliance plan and has determined that the vendor has complied with the Board Approved MBE/WBE Contract Participation Plan with a recommended full waiver of the 7% WBE goal.

Vendor	MBE or WBE	%	Participation	Certifying Agency
Cornerstone OnDemand, Inc. 1601 Cloverfield Blvd., Suite 620S Santa Monica, CA 90404	MBE	100	Direct	NMSDC

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: $101,081.40
Charge to: The Office of Human Resources
Source of Funds: Capital Fund
Budget Line: 53/540000-92015-0025002-70000

Respectfully submitted,

Juan Salgado,
Chancellor

November 5, 2026 – The Office of Human Resources