Arlington Public Schools

Procurement Office
2110 Washington Blvd., Arlington, VA 22204 • Phone: (703) 228-6123 • Fax: (703) 841-0681
www.apsva.us

September 17, 2021

Via Email

Frontline Technologies Group LLC
Attn: Scott Crouch
1400 Atwater Dr.
Malvern, PA 19355
scrouch@frontlineed.com

Subject: Human Capital Management System 67FY19 – Contract Amendment No. 3

Dear Mr. Crouch:

Attached is Amendment No. 3 to renew the Contract 67FY19 ("the Contract") for one (1) year at the prices or discounts reflected herein. The renewal period shall be effective from July 1, 2021, through June 30, 2022. This Amendment constitutes the second of six (6) optional renewals, with four (4) optional renewals remaining.

Additionally, this Amendment makes the following revisions to the Contract.

1. Attachment A – Scope of Work

   • Amended to reflect the revised Go-Live Date of Solution 3 of September 15, 2021.
   • Amended to reflect revised provision 14 for Solution 3 – Employee Absence Management Metrics / Reporting Requirements.

2. Attachment B – Fee Schedule

   • Amended to reflect the following one-time credits:
     a) Renewal Contract Term 1 (Period 7/1/20 – 6/30/21) – Credit $32,342.74
     b) Renewal Contract Term 2 (Period 7/1/21 – 6/30/22) – Credit $30,000.00
     c) Renewal Contract Term 3 (Period 7/1/22 – 6/30/23) – Credit $8,085.68
     d) Renewal Contract Term 4 (Period 7/1/23 – 6/30/24) – Credit $8,085.68
     e) Renewal Contract Term 5 (Period 7/1/24 – 6/30/25) – Credit $8,085.68
     f) Renewal Contract Term 6 (Period 7/1/25 – 6/30/26) – Credit $8,085.68

   • After with the one-time credits referenced above are applied, the revised Totals per Contract Term are as reflected below:
     a) Renewal Contract Term 1 (Period 7/1/20 – 6/30/21) – $32,342.74
     b) Renewal Contract Term 2 (Period 7/1/21 – 6/30/22) – $124,917.92
     c) Renewal Contract Term 3 (Period 7/1/22 – 6/30/23) – $154,578.14
     d) Renewal Contract Term 4 (Period 7/1/23 – 6/30/24) – $162,711.33
     e) Renewal Contract Term 5 (Period 7/1/24 – 6/30/25) – $171,251.18
     f) Renewal Contract Term 6 (Period 7/1/25 – 6/30/26) – $180,218.02

Please arrange to have Amendment No. 3 signed and returned for my attention. A fully executed copy will be returned for your records.

Do not hesitate to contact me should you have any questions.

Sincerely,

Joshua A. Makely, CPPO, CPPB
Assistant Director of Procurement

JAM:jam

Enclosure

Arlington Public Schools

Procurement Office
2110 Washington Blvd., Arlington, VA 22204 • Phone: (703) 228-6123 • Fax: (703) 841-0681
www.apsva.us

Amendment No. 3

Subject: Human Capital Management System 67FY19– Contract Amendment No. 3

Contractor: **Contract:**
Frontline Technologies Group LLC   67FY19
1400 Atwater Dr.
Malvern, PA 19355

In accordance with Contract 67FY19, Arlington Public Schools hereby renews the subject Contract for one (1) year at the prices or discounts reflected herein. The renewal shall be effective from July 1, 2021 and shall remain valid through June 30, 2022. This Amendment constitutes the second of six (6) optional renewals, with four (4) optional renewals remaining.

Additionally, the parties hereby amend the Contract as reflected below.

1. Attachment A – Scope of Work

    - Amended to reflect the revised Go-Live Date of Solution 3 of September 15, 2021.
    - Amended to reflect revised provision 14 for Solution 3 – Employee Absence Management Metrics / Reporting Requirements.

2. Attachment B – Fee Schedule

    - Amended to reflect the following one-time credits:
      a) Renewal Contract Term 1 (Period 7/1/20 – 6/30/21) – Credit $32,342.74
      b) Renewal Contract Term 2 (Period 7/1/21 – 6/30/22) – Credit $30,000.00
      c) Renewal Contract Term 3 (Period 7/1/22 – 6/30/23) – Credit $8,085.68
      d) Renewal Contract Term 4 (Period 7/1/23 – 6/30/24) – Credit $8,085.68
      e) Renewal Contract Term 5 (Period 7/1/24 – 6/30/25) – Credit $8,085.68
      f) Renewal Contract Term 6 (Period 7/1/25 – 6/30/26) – Credit $8,085.68

    - After with the one-time credits referenced above are applied, the revised Totals per Contract Term are as reflected below:
      a) Renewal Contract Term 1 (Period 7/1/20 – 6/30/21) – $32,342.74
      b) Renewal Contract Term 2 (Period 7/1/21 – 6/30/22) – $124,917.92
      c) Renewal Contract Term 3 (Period 7/1/22 – 6/30/23) – $154,578.14
      d) Renewal Contract Term 4 (Period 7/1/23 – 6/30/24) – $162,711.33
      e) Renewal Contract Term 5 (Period 7/1/24 – 6/30/25) – $171,251.18
      f) Renewal Contract Term 6 (Period 7/1/25 – 6/30/26) – $180,218.02

The revised Attachment A – Scope of Work and Attachment B – Fee Schedule are attached. Appendices to Attachment A and Attachment B are included with the revisions reflected in red. All other terms and conditions shall remain unchanged.

	Arlington Public Schools		**Frontline Technologies Group LLC**
Authorized Signature:	*David Webb*	Authorized Signature:	*Gregory A Doran*
Printed Name	David J. Webb, C.P.M.	Printed Name:	Greg Doran,
Title:	Procurement Director / Procurement Agent	Title:	Chief Financial Officer
Date:	September 22, 2021	Date:	9/17/2021

Solutions	Go Live Dates	Partial Go Live Dates
Solution 2 – Professional Learning - Registrant Tracking	January 1, 2021	September 1, 2019
Solution 3 – Human Resources Employee Absence Management Metrics/Reporting	September 15, 2021	March 1, 2020
Solution 5 – Professional Learning – Content Library	July 1, 2020	N/A

SOLUTION 2 PROFESSIONAL LEARNING - REGISTRANT TRACKING REQUIREMENTS	
#	**Requirement**
	User
1	An online professional learning catalog and registration system for all staff
2	Easily searchable listing of available offerings for employee job type or credit options. One central place for staff to search for available workshops/courses and track their learning
3	Ability to see and register for professional learning aligned to career pathways in the onboarding system
4	Create and track individual courses with multiple sessions and occurrences
5	Ability to utilize an app or QR code reader to electronically sign in (scan a barcode or using another method) so the instructors don't need to take attendance or a way for instructors to easily take attendance in the room
6	Manage seat counts and how many substitutes of various job types are needed in the AM, PM and all day, each day.
7	Send notification to employees about upcoming workshops for which they have registered
8	Allow instructors to send emails to registered participants with attachments
9	Allow instructors to track registrations
10	Ability to assign point values to each course and modify them based on attendance
11	Ability to award credit/hours/points for completed coursework or workshops
12	Ability to assign varying recertification point/hours to multiple attendees at one time (on one screen) versus updating individual attendees one by one
13	Allow for various levels of user permissions
14	Profiles include employee's name, contact information, work location, job type, and registrant type

15	Customizable Settings such as location, skill sets, and exclusionary factors
16	Ability to enter courses and categorize them within specific department, office, and curriculum categories
17	Ability to enter and sort courses by audience, department, and office
18	Ability to code the offering by the standards for evaluation for intended audience
19	Ability to "tag" courses in several ways to include alignment with the professional learning framework, such as: First level of categories: create, connect and innovate. Second level of categories: Building the infrastructure of Teaching and Learning, content knowledge, enhancing Teaching and Learning and leading others.
20	Approval process built in so proposed courses are approved by a System administrator
21	Capability of connecting evaluations to courses and/or sessions
22	Report options feature – run various types of reports such as open courses, course sessions, etc.
23	Ability for APS to configure system wide preferences and menus
24	Provide a checklist of items an indicated type of employee needs to complete (all new teachers, all new bus drivers, all custodians, etc.)
25	Ability to provide badging/micro-credentialing
26	Provides a user-friendly calendar of professional learning opportunities and registrations
27	Ability for participants to print their own transcripts or list of courses they have completed
Filtering	
28	Ability for system administrators to filter employee by department, grade level/subject taught etc.
29	Way to group and filter professional learning offerings by job type, department, office and content/subject matter
30	Content specific professional learning easy to locate
31	Provide a way for a manager to suggest/require professional learning for a specific employee and a way to track completion
System Integration	
32	Must support SAML authentication necessary to allow for single sign-in with all systems
33	Provide for a secure login
34	Allow teachers and other substitute–eligible staff (i.e. cafeteria staff, and custodians, etc.) to secure a substitute from course registration menu (work with the new Solutions to keep systems in sync and request for substitutes)
35	Option for course instructor to view whether participants requested a sub or not
36	Instructors have access to Employee IDs for payment purposes

37	Ability to pull information to pay instructors who taught sessions on certain dates and times
38	Professional opportunities can be identified based on areas of growth from evaluations
39	Intentionally Deleted – not in Scope
40	Intentionally Deleted – not in Scope
41	When course registration complete, offers employee the option to populate their calendar in Microsoft Outlook
42	Course attendance can be easily exported to a timesheet for those who need to be paid for attending. Ability to integrate with Canvas [the Learning Management System provided by Instructure] so that any online courses successfully completed in Canvas are reflected automatically in the system
43	Notification to employees who have been waitlisted for a course to an alternate upcoming course
Access	
44	Ability to have mass data upload for days with a larger number of offerings (upload CSV data from other system)
45	Intentionally Deleted – not in Scope
Administrative Capabilities	
46	Intentionally Deleted – not in Scope
47	Intentionally Deleted – not in Scope
48	A way to ensure offerings selected by the employee are proposed and follow an approval process in order for the proposed selection to be approved and employee enrollment in the course confirmed.
49	A calendar function that lets you easily navigate between months (into the future and back to the present.
50	Request for registration approvals to show in the instructor view for that course only (instructors should not be able to see requests for courses they don't teach)
51	Once an instructor marks attendance, the course should immediately be listed as "processed" or equivalent, no extra steps necessary
52	APS personnel can easily notify instructors that attendance needs to be completed. They can do this as a bulk action for any attendance that has not been reported.
53	Ability to add/drop multiple participants
54	Ability to take participants off of the waitlist in batches
55	Provide training to users in accordance with the Fee Schedule
56	System administrators should have ability to change users to "Instructors" without having to go through IS.
57	System administrators have the ability to see their own learning as well as staff they supervise
58	Offeror must integrate the System with the Oracle (HRIS) system including all related process and information flows from the HRIS system and back into the HRIS system to support the requirements specified in this RFP.

#	
59	Offeror must integrate the System with the Canvas LMS system including all related information and process flows from the Canvas system and back into the Canvas system to support the requirements specified in this RFP.
60	Go-live date January 1, 2021

SOLUTION 3
EMPLOYEE ABSENCE MANAGEMENT METRICS/REPORTING REQUIREMENTS

#	Data Dashboard/User Requirement
	User
1	Balances can be updated in Frontline through a sFTP process with an excel (CSV) file.
2	Oracle interfaces with sub system to capture personal and sick leave used for employee to view via the Data Dashboard - Product still TBD) Employees can see how much leave they have in the sub system dashboard when they are creating a substitute request.
3	Sub hours can populate the Oracle system or any external system through a scheduled sFTP process.
4	Intentionally Deleted – not in Scope
5	Must support SML authentication necessary to allow for single sign-in with all systems

#	Data Dashboard Requirement
	Multiple User Views
6	Dashboard must be able to generate reports that are user friendly and include functionality to set key metrics and build reports around those metrics
7	Absence Management Metrics/Reporting Features
8	The Substitute home page in our solution includes a calendar view that shows 12 weeks at a time of jobs accepted, jobs available and non-work days. It also shows a list view of all the available jobs with detailed information including the date, time, address, notes, attachments, etc.
9	Intentionally Deleted – not in Scope
10	Dashboard school's view – must be configurable to show the number of absences, monthly, weekly and daily with a tracker (colored scale or other means to distinguish), number of teacher absence data, on demand data (variety of reports)
11	School must be able to pull lists of jobs requested daily and monthly

#	Technical Requirement
	User Interfaces – Staff and Substitutes
12	Online and phone access 24/7 for substitutes, APS Human Resources staff and APS school officials
13	Substitutes and employees can create and update a user profile via a mobile device

#	Requirement
14	Contractor shall, within fifteen (15) days of APS' written request, update the Frontline Payroll File with data contained in existing data fields in Frontline.
15	Ability to advertise substitutes assistant jobs exclusive to sub assistants only
16	Ability for substitute teachers to select from both substitute type (substitute teacher and substitute assistant) job assignments
17	Unlimited amount of call-out phone lines
18	Customer service is live and available between the hours of 6am-6pm ET Monday-Friday via live chat, email or over the phone.
19	Automated password recovery process
20	Online help to include training videos and user manual
21	App that enables substitutes to pick up last minute jobs via mobile device
22	Teacher preferences available to allow certain substitutes to receive vacancy notification first and exclusively
23	Substitute Request - if job declined the proposed system shall move to next available substitute
24	Offeror must integrate the new system with the Oracle (HRIS) system including all related process and information flows from the HRIS system and back into the HRIS system to support the requirements specified in this RFP.
25	Go-live date September 15, 2021

SOLUTION 5 CONTENT LIBRARY REQUIREMENTS	
#	**Requirement**
User	
1	An externally-hosted content library and delivery platform solution, available 24/7/365, to facilitate personalized professional development and training across the division for all employees/job types
2	Integrates with online catalog and career pathways to track enrollment and completion
3	Provides the ability to upload or integrate with Canvas custom-created content for mass online distribution
System Integration	
1	Must support SAML authentication necessary to allow for single sign with all systems
2	Provide for a secure login
3	Offeror must integrate the new system with the Talent Management: Onboarding and Tracking System including all related process and information flows from the HRIS system and back into the HRIS system to support the requirements specified in this RFP.
4	Offeror must integrate the new system with the Canvas LMS system including all related information and process flows from the Canvas system and back into the Canvas system to support the requirements specified in this RFP.

5	Offeror must integrate the new system with the Professional Learning system including all related information and process flows from the Professional Learning system and back into the Professional Learning system to support the requirements specified in this RFP.
6	Go-live date July 1, 2020

End of Attachment A

Scope of Work (Revised Amendment No. 3)

Solutions	Go Live Dates	Partial Go Live Dates
Solution 2 – Professional Learning - Registrant Tracking	January 1, 2021	September 1, 2019
Solution 3 – Human Resources Employee Absence Management Metrics/Reporting	~~January 1~~ September 15, 2021	March 1, 2020
Solution 5 – Professional Learning – Content Library	July 1, 2020	N/A

	SOLUTION 2 PROFESSIONAL LEARNING - REGISTRANT TRACKING REQUIREMENTS
#	**Requirement**
	User
1	An online professional learning catalog and registration system for all staff
2	Easily searchable listing of available offerings for employee job type or credit options. One central place for staff to search for available workshops/courses and track their learning
3	Ability to see and register for professional learning aligned to career pathways in the onboarding system
4	Create and track individual courses with multiple sessions and occurrences
5	Ability to utilize an app or QR code reader to electronically sign in (scan a barcode or using another method) so the instructors don't need to take attendance or a way for instructors to easily take attendance in the room
6	Manage seat counts and how many substitutes of various job types are needed in the AM, PM and all day, each day.
7	Send notification to employees about upcoming workshops for which they have registered
8	Allow instructors to send emails to registered participants with attachments
9	Allow instructors to track registrations
10	Ability to assign point values to each course and modify them based on attendance
11	Ability to award credit/hours/points for completed coursework or workshops
12	Ability to assign varying recertification point/hours to multiple attendees at one time (on one screen) versus updating individual attendees one by one
13	Allow for various levels of user permissions
14	Profiles include employee's name, contact information, work location, job type, and registrant type

15	Customizable Settings such as location, skill sets, and exclusionary factors
16	Ability to enter courses and categorize them within specific department, office, and curriculum categories
17	Ability to enter and sort courses by audience, department, and office
18	Ability to code the offering by the standards for evaluation for intended audience
19	Ability to "tag" courses in several ways to include alignment with the professional learning framework, such as: First level of categories: create, connect and innovate. Second level of categories: Building the infrastructure of Teaching and Learning, content knowledge, enhancing Teaching and Learning and leading others.
20	Approval process built in so proposed courses are approved by a System administrator
21	Capability of connecting evaluations to courses and/or sessions
22	Report options feature – run various types of reports such as open courses, course sessions, etc.
23	Ability for APS to configure system wide preferences and menus
24	Provide a checklist of items an indicated type of employee needs to complete (all new teachers, all new bus drivers, all custodians, etc.)
25	Ability to provide badging/micro-credentialing
26	Provides a user-friendly calendar of professional learning opportunities and registrations
27	Ability for participants to print their own transcripts or list of courses they have completed
Filtering	
28	Ability for system administrators to filter employee by department, grade level/subject taught etc.
29	Way to group and filter professional learning offerings by job type, department, office and content/subject matter
30	Content specific professional learning easy to locate
31	Provide a way for a manager to suggest/require professional learning for a specific employee and a way to track completion
System Integration	
32	Must support SAML authentication necessary to allow for single sign-in with all systems
33	Provide for a secure login
34	Allow teachers and other substitute–eligible staff (i.e. cafeteria staff, and custodians, etc.) to secure a substitute from course registration menu (work with the new Solutions to keep systems in sync and request for substitutes)
35	Option for course instructor to view whether participants requested a sub or not
36	Instructors have access to Employee IDs for payment purposes

37	Ability to pull information to pay instructors who taught sessions on certain dates and times
38	Professional opportunities can be identified based on areas of growth from evaluations
39	Intentionally Deleted – not in Scope
40	Intentionally Deleted – not in Scope
41	When course registration complete, offers employee the option to populate their calendar in Microsoft Outlook
42	Course attendance can be easily exported to a timesheet for those who need to be paid for attending. Ability to integrate with Canvas [the Learning Management System provided by Instructure] so that any online courses successfully completed in Canvas are reflected automatically in the system
43	Notification to employees who have been waitlisted for a course to an alternate upcoming course
Access	
44	Ability to have mass data upload for days with a larger number of offerings (upload CSV data from other system)
45	Intentionally Deleted – not in Scope
Administrative Capabilities	
46	Intentionally Deleted – not in Scope
47	Intentionally Deleted – not in Scope
48	A way to ensure offerings selected by the employee are proposed and follow an approval process in order for the proposed selection to be approved and employee enrollment in the course confirmed.
49	A calendar function that lets you easily navigate between months (into the future and back to the present.
50	Request for registration approvals to show in the instructor view for that course only (instructors should not be able to see requests for courses they don't teach)
51	Once an instructor marks attendance, the course should immediately be listed as "processed" or equivalent, no extra steps necessary
52	APS personnel can easily notify instructors that attendance needs to be completed. They can do this as a bulk action for any attendance that has not been reported.
53	Ability to add/drop multiple participants
54	Ability to take participants off of the waitlist in batches
55	Provide training to users in accordance with the Fee Schedule
56	System administrators should have ability to change users to "Instructors" without having to go through IS.
57	System administrators have the ability to see their own learning as well as staff they supervise
58	Offeror must integrate the System with the Oracle (HRIS) system including all related process and information flows from the HRIS system and back into the HRIS system to support the requirements specified in this RFP.

59	Offeror must integrate the System with the Canvas LMS system including all related information and process flows from the Canvas system and back into the Canvas system to support the requirements specified in this RFP.
60	Go-live date January 1, 2021

SOLUTION 3 EMPLOYEE ABSENCE MANAGEMENT METRICS/REPORTING REQUIREMENTS	
#	**Data Dashboard/User Requirement**
	User
1	Balances can be updated in Frontline through a sFTP process with an excel (CSV) file.
2	Oracle interfaces with sub system to capture personal and sick leave used for employee to view via the Data Dashboard - Product still TBD) Employees can see how much leave they have in the sub system dashboard when they are creating a substitute request.
3	Sub hours can populate the Oracle system or any external system through a scheduled sFTP process.
4	Intentionally Deleted – not in Scope
5	Must support SML authentication necessary to allow for single sign-in with all systems
#	**Data Dashboard Requirement**
	Multiple User Views
6	Dashboard must be able to generate reports that are user friendly and include functionality to set key metrics and build reports around those metrics
7	Absence Management Metrics/Reporting Features
8	The Substitute home page in our solution includes a calendar view that shows 12 weeks at a time of jobs accepted, jobs available and non-work days. It also shows a list view of all the available jobs with detailed information including the date, time, address, notes, attachments, etc.
9	Intentionally Deleted – not in Scope
10	Dashboard school's view – must be configurable to show the number of absences, monthly, weekly and daily with a tracker (colored scale or other means to distinguish), number of teacher absence data, on demand data (variety of reports)
11	School must be able to pull lists of jobs requested daily and monthly
#	**Technical Requirement**
	User Interfaces – Staff and Substitutes
12	Online and phone access 24/7 for substitutes, APS Human Resources staff and APS school officials
13	Substitutes and employees can create and update a user profile via a mobile device

14	~~Ability to differentiate substitute types (substitute teacher from a substitute assistant) in the proposed Solution~~ Contractor shall, within fifteen (15) days of APS' written request, update the Frontline Payroll File with data contained in existing data fields in Frontline.
15	Ability to advertise substitutes assistant jobs exclusive to sub assistants only
16	Ability for substitute teachers to select from both substitute type (substitute teacher and substitute assistant) job assignments
17	Unlimited amount of call-out phone lines
18	Customer service is live and available between the hours of 6am-6pm ET Monday-Friday via live chat, email or over the phone.
19	Automated password recovery process
20	Online help to include training videos and user manual
21	App that enables substitutes to pick up last minute jobs via mobile device
22	Teacher preferences available to allow certain substitutes to receive vacancy notification first and exclusively
23	Substitute Request - if job declined the proposed system shall move to next available substitute
24	Offeror must integrate the new system with the Oracle (HRIS) system including all related process and information flows from the HRIS system and back into the HRIS system to support the requirements specified in this RFP.
25	Go-live date ~~January 1~~ September 15, 2021

SOLUTION 5 CONTENT LIBRARY REQUIREMENTS

#	Requirement
	User
1	An externally-hosted content library and delivery platform solution, available 24/7/365, to facilitate personalized professional development and training across the division for all employees/job types
2	Integrates with online catalog and career pathways to track enrollment and completion
3	Provides the ability to upload or integrate with Canvas custom-created content for mass online distribution
	System Integration
1	Must support SAML authentication necessary to allow for single sign with all systems
2	Provide for a secure login
3	Offeror must integrate the new system with the Talent Management: Onboarding and Tracking System including all related process and information flows from the HRIS system and back into the HRIS system to support the requirements specified in this RFP.
4	Offeror must integrate the new system with the Canvas LMS system including all related information and process flows from the Canvas system and back into the Canvas system to support the requirements specified in this

	RFP.
5	Offeror must integrate the new system with the Professional Learning system including all related information and process flows from the Professional Learning system and back into the Professional Learning system to support the requirements specified in this RFP.
6	Go-live date July 1, 2020

End of Appendix to Attachment A

Fee Schedule (Revised Amendment No. 3)

Description of Fees	Contract Term		Renewal Contract Term 1		Renewal Contract Term 2		Renewal Contract Term 3		Renewal Contract Term 4		Renewal Contract Term 5		Renewal Contract Term 6	
Months in a Year 12	Contract Award – 6/30/2020		7/1/2020 – 6/30/2021		7/1/2021 – 6/30/2022		7/1/2022 – 6/30/2023		7/1/2023 – 6/30/2024		7/1/2024 – 6/30/2025		7/1/2025 – 6/30/2026	
Annual Recurring Licensure	Monthly Fees Per Solution	Extended Fees	Monthly Fees Per Solution	Extended Fees	Monthly Fees Per Solution	Extended Fees	Monthly Fees Per Solution	Extended Fees	Monthly Fees Per Solution	Extended Fees	Monthly Fees Per Solution	Extended Fees	Monthly Fees Per Solution	Extended Fees
Solution 2 - Professional Learning - Registrant Tracking	$ 4,810.69	$ 48,106.90	$ 4,810.69	$ 57,728.25	$ 4,955.01	$ 59,460.10	$ 5,202.76	$ 62,433.10	$ 5,462.90	$ 65,554.76	$ 5,736.04	$ 68,832.50	$ 6,022.84	$ 72,274.12
Solution 3 – Human Resources - Employee Absence Management Metrics / Reporting	$ 2,723.13	$ 10,892.52	$ 2,723.13	$ 32,677.50	$ 2,804.82	$ 33,657.83	$ 2,945.06	$ 35,340.72	$ 3,092.31	$ 37,107.75	$ 3,246.93	$ 38,963.14	$ 3,409.27	$ 40,911.30
Solution 5 – Professional Learning - Content Library	$ 2,500.00	$ 25,000.00	$ 5,000.00	$ 60,000.00	$ 5,150.00	$ 61,800.00	$ 5,407.50	$ 64,890.00	$ 5,677.88	$ 68,134.50	$ 5,961.77	$ 71,541.23	$ 6,259.86	$ 75,118.29
Total	$ 10,033.82	$ 83,999.42	$ 12,533.81	$ 150,405.75	$ 12,909.83	$ 154,917.92	$ 13,555.32	$ 162,663.82	$ 14,233.08	$ 170,797.01	$ 14,944.74	$ 179,336.86	$ 15,691.98	$ 188,303.70

Description of Fees	Contract Term	Renewal Contract Term 1	Renewal Contract Term 2	Renewal Contract Term 3	Renewal Contract Term 4	Renewal Contract Term 5	Renewal Contract Term 6
	Contract Award – 6/30/2020	7/1/2020 – 6/30/2021	7/1/2021 – 6/30/2022	7/1/2022 – 6/30/2023	7/1/2023 – 6/30/2024	7/1/2024 – 6/30/2025	7/1/2025 – 6/30/2026
	One Time Fees	One Time Fees					
Implementation	$ 1,875.00	$ 10,750.00					
Solution 2 - Professional Learning - Registrant Tracking		$ 6,250.00					
Solution 3 – Human Resources - Employee Absence Management Metrics/Reporting		$ 4,500.00					
Solution 5 – Professional Learning - Content Library	$ 1,875.00						
On-Site Training	$ 38,400.00	$ -	$ -	$ -	$ -	$ -	$ -
Total per Contract Term	$ 124,274.42	$ 161,155.75	$ 154,917.92	$ 162,663.82	$ 170,797.01	$ 179,336.86	$ 188,303.70
Total per Contract Term Minus Overpayment Due to Corrective Adjustments ($52,701.66) and Total Damages Incurred by APS ($43,768.61).		$ 64,685.48					
One-time Credit (applied via Amendment No. 3)		$ (32,342.74)	$ (30,000.00)	$ (8,085.68)	$ (8,085.68)	$ (8,085.68)	$ (8,085.68)
Revised Total per Contract Term (Amendment No. 3)	$ 124,274.42	$ 32,342.74	$ 124,917.92	$ 154,578.14	$ 162,711.33	$ 171,251.18	$ 180,218.02
Grand Total (All Years Combined)	$ 950,293.75						

APS will pay implementation, services, and prorated recurring license fees for the Contract Term based upon the payment dates below. Frontline agrees to invoice APS for Solution 5 Training ($9,600) upon training delivery or on July 1, 2020, whichever is later.

Invoice Date	Payment Schedule Invoice Amount as per executed Contract dated September 30, 2019	Amended Payment Schedule Invoice Amount as per Amendment 1
Contract Execution	$44,244.02	$24,854.88
1-Nov-19	$44,244.02	$24,854.88
1-Dec-19	$44,244.02	$24,854.88
31-Dec-19	$44,244.02	$24,854.88
1-Mar-20		$24,854.88

Abbreviation	Defintion
Implementation	Implementation & Integration Services Includes all items included in the Scope of Work broken out by Solution.
Annual Recurring Licensure	Annual Recurring Licensing Fee Based on Per Solution Per Month Fee Structure. This fee includes: all system maintenance, all hosting, and technical support expenses.
On-Site Training	On-Site Staff Training (Daily Rate shall be $3,200) NOTE: Seven (7) hours minimum, no consecutive day requirement. Estimated level of effort is fifteen (15) days for the first Cotnract Term and this effort is subject to change at the discretion of APS. Rates shall be fully loaded and include all travel-related costs.

End of Attachment B

Appendix to Attachment B

Fee Schedule (Revised Amendment No. 3)

Description of Fees	Contract Term		Renewal Contract Term 1		Renewal Contract Term 2		Renewal Contract Term 3		Renewal Contract Term 4		Renewal Contract Term 5		Renewal Contract Term 6	
Months in a Year 12	Contract Award – 6/30/2020		7/1/2020 – 6/30/2021		7/1/2021 – 6/30/2022		7/1/2022 – 6/30/2023		7/1/2023 – 6/30/2024		7/1/2024 – 6/30/2025		7/1/2025 – 6/30/2026	
Annual Recurring Licensure	Monthly Fees Per Solution	Extended Fees	Monthly Fees Per Solution	Extended Fees	Monthly Fees Per Solution	Extended Fees	Monthly Fees Per Solution	Extended Fees	Monthly Fees Per Solution	Extended Fees	Monthly Fees Per Solution	Extended Fees	Monthly Fees Per Solution	Extended Fees
Solution 2 - Professional Learning - Registrant Tracking	$ 4,810.69	$ 48,106.90	$ 4,810.69	$ 57,728.25	$ 4,955.01	$ 59,460.10	$ 5,202.76	$ 62,433.10	$ 5,462.90	$ 65,554.76	$ 5,736.04	$ 68,832.50	$ 6,022.84	$ 72,274.12
Solution 3 – Human Resources - Employee Absence Management Metrics / Reporting	$ 2,723.13	$ 10,892.52	$ 2,723.13	$ 32,677.50	$ 2,804.82	$ 33,657.83	$ 2,945.06	$ 35,340.72	$ 3,092.31	$ 37,107.75	$ 3,246.93	$ 38,963.14	$ 3,409.27	$ 40,911.30
Solution 5 – Professional Learning - Content Library	$ 2,500.00	$ 25,000.00	$ 5,000.00	$ 60,000.00	$ 5,150.00	$ 61,800.00	$ 5,407.50	$ 64,890.00	$ 5,677.88	$ 68,134.50	$ 5,961.77	$ 71,541.23	$ 6,259.86	$ 75,118.29
Total	$ 10,033.82	$ 83,999.42	$ 12,533.81	$ 150,405.75	$ 12,909.83	$ 154,917.92	$ 13,555.32	$ 162,663.82	$ 14,233.08	$ 170,797.01	$ 14,944.74	$ 179,336.86	$ 15,691.98	$ 188,303.70

Description of Fees	Contract Term	Renewal Contract Term 1	Renewal Contract Term 2	Renewal Contract Term 3	Renewal Contract Term 4	Renewal Contract Term 5	Renewal Contract Term 6
	Contract Award – 6/30/2020	7/1/2020 – 6/30/2021	7/1/2021 – 6/30/2022	7/1/2022 – 6/30/2023	7/1/2023 – 6/30/2024	7/1/2024 – 6/30/2025	7/1/2025 – 6/30/2026
	One Time Fees	One Time Fees					
Implementation	$ 1,875.00	$ 10,750.00					
Solution 2 - Professional Learning - Registrant Tracking		$ 6,250.00					
Solution 3 – Human Resources - Employee Absence Management Metrics/Reporting		$ 4,500.00					
Solution 5 – Professional Learning - Content Library	$ 1,875.00						
On-Site Training	$ 38,400.00	$ -	$ -	$ -	$ -	$ -	$ -
Total per Contract Term	$ 124,274.42	$ 161,155.75	$ 154,917.92	$ 162,663.82	$ 170,797.01	$ 179,336.86	$ 188,303.70
Total per Contract Term Minus Overpayment Due to Corrective Adjustments ($52,701.66) and Total Damages Incurred by APS ($43,768.61).		$ 64,685.48					
One-time Credit (applied via Amendment No. 3)		$ (32,342.74)	$ (30,000.00)	$ (8,085.68)	$ (8,085.68)	$ (8,085.68)	$ (8,085.68)
Revised Total per Contract Term (Amendment No. 3)	$ 124,274.42	$ 32,342.74	$ 124,917.92	$ 154,578.14	$ 162,711.33	$ 171,251.18	$ 180,218.02
Grand Total (All Years Combined)	$ 950,293.75						

APS will pay implementation, services, and prorated recurring license fees for the Contract Term based upon the payment dates below. Frontline agrees to invoice APS for Solution 5 Training ($9,600) upon training delivery or on July 1, 2020, whichever is later.

Invoice Date	Payment Schedule Invoice Amount as per executed Contract dated September 30, 2019	Amended Payment Schedule Invoice Amount as per Amendment 1
Contract Execution	$44,244.02	$24,854.88
1-Nov-19	$44,244.02	$24,854.88
1-Dec-19	$44,244.02	$24,854.88
31-Dec-19	$44,244.02	$24,854.88
1-Mar-20		$24,854.88

Abbreviation	Defintion
Implementation	**Implementation & Integration Services Includes all items included in the Scope of Work broken out by Solution.**
Annual Recurring Licensure	**Annual Recurring Licensing Fee Based on Per Solution Per Month Fee Structure** This fee includes: all system maintenance, all hosting, and technical support expenses.
On-Site Training	**On-Site Staff Training (Daily Rate shall be $3,200)** NOTE: Seven (7) hours minimum, no consecutive day requirement. Estimated level of effort is fifteen (15) days for the first Cotnract Term and this effort is subject to change at the discretion of APS. Rates shall be fully loaded and include all travel-related costs.

End of Appendix to Attachment B