

MEMORANDUM

To: Platte County R-3 Board of Education
From: Brian Noller, Executive Director of Business Services
Ashley Jones, Executive Director of Human Resources
Subject: Recommendation for Financial and Human Resource Software Solutions
Date: May, 15, 2025

Background Information:

A **Request for Proposal**(RFP) for financial and human resources software solutions was advertised beginning on February 6, 2025, and proposals were accepted through February 21, 2025. Eight qualifying submissions were received, and from those four proposals, a review team identified three firms as finalists invited to participate in the interview process. Our two current providers Tyler Technologies (SISFIN) and Frontline were also considered. Frontline participated in a short interview also. We chose to explore our options due to our continued concerns with our current providers.

Firms were evaluated on the following criteria:

- Functionality and Features: Ability to meet the district's requirements.
- Cost: Total cost of ownership, including implementation and ongoing expenses.
 - We sought implementation and first-year costs, as well as continued cost structures for year two and beyond that, including annual subscription fees and other ancillary fees.
- User Experience: Ease of use and accessibility for staff.
- Vendor Experience: Demonstrated success in serving similar clients.
- Training and Support: Quality of training and availability of technical support

The evaluation team was comprised of all members of the Business Services Team and Human Resources Team in partnership with Curtis Nower, Information Management Coordinator. Danielle Nickell also sat in on interviews of all finalists. Following interviews of three firms and continued evaluation of our current providers, two solutions rose to the top. Skyward and PowerSchool. Members of these teams conducted multiple interviews with current users of these providers. Additional research was completed to ensure compatibility with Missouri State Standards for Data and usability. After thorough research, investigation and negotiation, We are recommending the following providers to meet our Human Resources and Business Services needs.

Recommendation:

It is recommended the Platte County R-3 School Board of Education approve Skyward and Red Rover as our future solution for financial services and human resources solutions. Red Rover was chosen due to its compatibility with Skyward, affordability, and innovative features. It would be our intention to begin a data conversion process and implement these solutions in a timeframe that fits our needs, budget, and supports our stakeholders through this change.

Attachments/Supporting Documents:

- Request for Proposal (RFP)
- Proposals submitted by Skyward and Red Rover (including fee structure)
- Budget impact of proposal versus current structure