

TEXAS ASSOCIATION OF SCHOOL BOARDS, INC.

HR SERVICES • SERVICE AGREEMENT FOR PAY SYSTEM MAINTENANCE

Austin ISD • February 20, 2018

1. Description of Services

TASB provides pay system maintenance service to districts for whom we have developed a new pay plan or who have used our service in the past. TASB deliverables will include:

1. Set up pay file modeling templates using a snapshot of current employee data.
2. Analyze competitive pay position of key benchmark jobs in the local job market.
3. Adjust pay structures to maintain district's competitive position.
4. Calculate individual employee pay adjustments and cost estimates based on district specifications.
5. Recommend special adjustments for resolution of pay problems.
6. Review a preliminary draft of findings and recommendations with district leaders.
7. Document and present a final report of findings and recommendations.

2. Cost

\$10,000 consulting fee plus reimbursement of travel expenses.

3. Schedule

TASB will schedule this project to begin in November 2018 and be delivered in February 2019. To meet this delivery schedule TASB must receive approval of this agreement before the expiration date below and must receive the electronic pay data requested from the district.

4. Term of Agreement

This Agreement is effective upon the District's delivery (by mail or facsimile) of an executed counterpart of this Agreement to TASB and either party may rely upon a facsimile or photocopy of the Agreement for all purposes.

5. Limitation of Liability

TASB's liability under this Agreement is limited to the fees paid by the District to TASB under this Agreement. The parties agree that, in the event of a lawsuit between the parties relating to this Agreement, the prevailing party is entitled to recover reasonable and necessary attorney's fees.

6. Cancellation of Agreement

In the event either party terminates this Agreement before the completion of services, the District will reimburse TASB for all costs incurred up to the date of cancellation and will pay TASB's fee for consulting hours actually rendered.

This proposal will expire on July 27, 2018.



Amy Campbell
Director, HR Services





Signature of Authorized Official

Purchase Order Number
4/18/18

Date Approved