From: Hillarie Siena, Brad Swanson, Ryan Bretag
To: Dr. Mike Riggle
CC: Board of Education
RE: AESOP Substitute Calling System

March 27, 2015

Based upon District initiatives adopted July 28, 2014, the District pursued an automated subcaller system that would integrate with our current payroll, finance, and human resource system, Skyward. We sought qualified vendors based upon district recommendations and Skyward recommendation. This yielded two qualified products: AESOP and SubFinder. During the course of vetting vendors, both products were purchased by FrontLine Technologies, a company we have a relationship with in our use of AppliTrack.

In addition to a district-wide initiative, substitute teacher procurement was brought forward during negotiations with GESSA. The administration became aware that the buildings were having difficulty with the process of substitute procurement due to the manual nature and the after work hours calling required to function.

A team was formulated led by Ryan Bretag consisting of departmental and central office staff. Through multiple demonstrations and focused question and answer sessions, AESOP became the clear recommendation. Therefore, we are recommending the procurement of the AESOP sub-caller system as it best meets our current and anticipated needs.

Solution Key Benefits
AESOP is the number one subcaller system used by districts in Illinois. Our conversations with various districts confirm our beliefs that this is the right product. Also, Skyward's recommendation for subcaller was AESOP.

- adaptable to our block scheduling to allow for more efficient management and proper payment
- automated sub-calling after and during work hours
- customizable features for during school hour management
- customizable reporting and skill matching

Cost Breakdown

Year 1: Annual Subscription and One Time Onboarding Start-up Cost $18,500.00
Year 2: Annual Subscription $13,000.00

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Innovate. Work. Life.

Aesop®

Substitute Placement
& Absence Management

An Overview

What is Aesop?

Aesop is the nation's leading automated substitute placement and absence management system, serving nearly 4,000 districts nationwide. As Software-as-a-Service (SaaS), Aesop does not require any hardware, software or phone lines at the district. Instead, all personnel can access the service through the phone or internet anytime, anywhere. Aesop saves countless hours of manual sub-calling, while capturing rich data for *better employee absence management*. Aesop also saves data entry time by integrating with other software applications.

Aesop provides:

- Automated web and phone-based *substitute placement*
- *Real-time* absence data and custom report-building
- *Easy data integration* with other software providers (payroll, HR, etc.)
- *Reduced absenteeism* through 24/7 tracking and accountability

Who uses Aesop?

Teachers
register their absences at any time, either by calling a toll-free number or by logging in via the web or a mobile device.

Substitutes
search for available assignments anytime, either by calling a toll-free number or by logging on via the web. Aesop will also notify substitutes based on preference lists managed by the district, school or teacher.

Administrators
know in real time which employees are absent, why they're out and who is substituting for them. Administrators stay informed though extensive reporting, can access key functions from their mobile devices, and can use skill-matching and preference lists to ensure qualified substitute placement.

Aesop has been selected by more districts than all similar systems *combined.*

Why automate with Aesop?

Before automating with Aesop, our customers were tired of:

- Early mornings and late nights *calling substitutes*
- *Inability to fill* all of the absences
- A lack of *instantly available*, customizable reports
- *No easy way* to track absences, balances and approvals
- Piles of *unorganized paperwork*

By automating with Aesop, our customers gained:

- Automated sub placement through *phone and internet*
- *Hours reclaimed* for other district priorities
- Increased fill rates often at *100%*
- Easy tools to build custom, *real-time reports*
- *Online access to* all absence-related data

Why switch to Aesop?

According to our clients who switched, Aesop offers:

- *Better responsiveness* from the customer support team
- More flexible options that *adapt to your processes*
- Easier *do-it-yourself reporting* with multiple export features
- *Smoother integration* with other software systems

Innovation and experience

- First web and phone solution, with *3 U.S. patents* and more pending
- Used by more than 2 million educators in over *4,000 districts* in all 50 states
- Serving *450+ districts* that have switched from other automated systems
- Over *15 years* of Software-as-a-Service (SaaS) experience

Constant enhancements

- *Free enhancements* released frequently to the entire client base
- Only *one version* of Aesop so all customers instantly enjoy new features
- New and improved features based on *customer requests*

Data security without the IT burden

- *No* hardware, software or phone lines to install or maintain
- Housed in multiple secure, world-class facilities with *7-day power backup*
- Maintained and monitored *24/7* by Frontline Technologies

Why choose Aesop?

Cut costs and increase efficiency
- *Reclaim the costs* of manual sub-calling
- *Eliminate absence forms* and other paperwork
- *Decrease employee absenteeism*, cutting substitute costs
- Access data to *prevent unfounded unemployment claims*

Report on important trends
- *Improve accountability* by tracking absences historically and in real time
- Choose from a huge library of *pre-built reports*
- Easily build an infinite number of *custom reports* on demand
- *Export and manipulate data* in formats such as Excel, Access and HTML

Improve communication
- *Approve absences faster* by handling and tracking the entire process online
- *Prepare substitutes* by letting teachers leave files and notes with absences
- *Communicate with personnel* through online alerts and email notifications

Find substitutes your way
- Allow *preference and exclusion lists* at the district, school and teacher level
- Use *skill matching* to find the most qualified substitute
- Enjoy a flexible system that conforms to *your existing business processes*
- Trust a system that works for *districts of all sizes*

Integrate your systems
- *Eliminate dual data entry* by sharing data with other software systems
- Share data between Aesop and *100+ payroll, HR and other applications*
- Choose from *advanced integration options*, including web services
- Automatically pull in new hires from *AppliTrack*, our recruiting, selection and HR file management system
- Benefit from shared data with *VeriTime*, our time and attendance management system

Enjoy the best service
- Enjoy *free unlimited support* through phone, email and live chat
- Talk to *friendly, knowledgeable staff* located at Frontline's headquarters
- Attend user group meetings and *Frontline Live conferences* across the country

Manage substitute hours for the *Affordable Care Act*
- *Report on hours worked* in a look-back period
- *Limit the hours* substitutes work per day, week or month

Getting started with Aesop

We realize that you have a lot of priorities other than just implementing Aesop – and we designed our personalized Aesop training with that in mind. You'll get a dedicated implementation specialist to teach you and answer your questions throughout the training process. Plus, your interactive online sessions will give you actual hands-on experience in the system, with the guidance of your instructor, before you "go live" on Aesop.

Intro Call

Shortly after you sign up for Aesop, your dedicated implementation specialist will give you a call to get acquainted, give you an *overview of the training process* and answer your initial questions.

Kick-Off Call

We'll talk again to *understand your current processes* and how you'd specifically like Aesop to work for you.

Interactive Training Sessions

In a series of *online, interactive training sessions*, you'll learn new functions of Aesop – and then you'll get to actually jump into the system and try it yourself, with your instructor watching and helping you the whole time.

End User Training

Now that you're trained, your instructor will also teach your building-level users online, and then we'll equip you with the *materials to train your employees and substitutes.*

Final Checklist

In one more personal training session, we'll run through the *final checklist* to make sure all your assignments have been completed and Aesop has been configured the way you want.
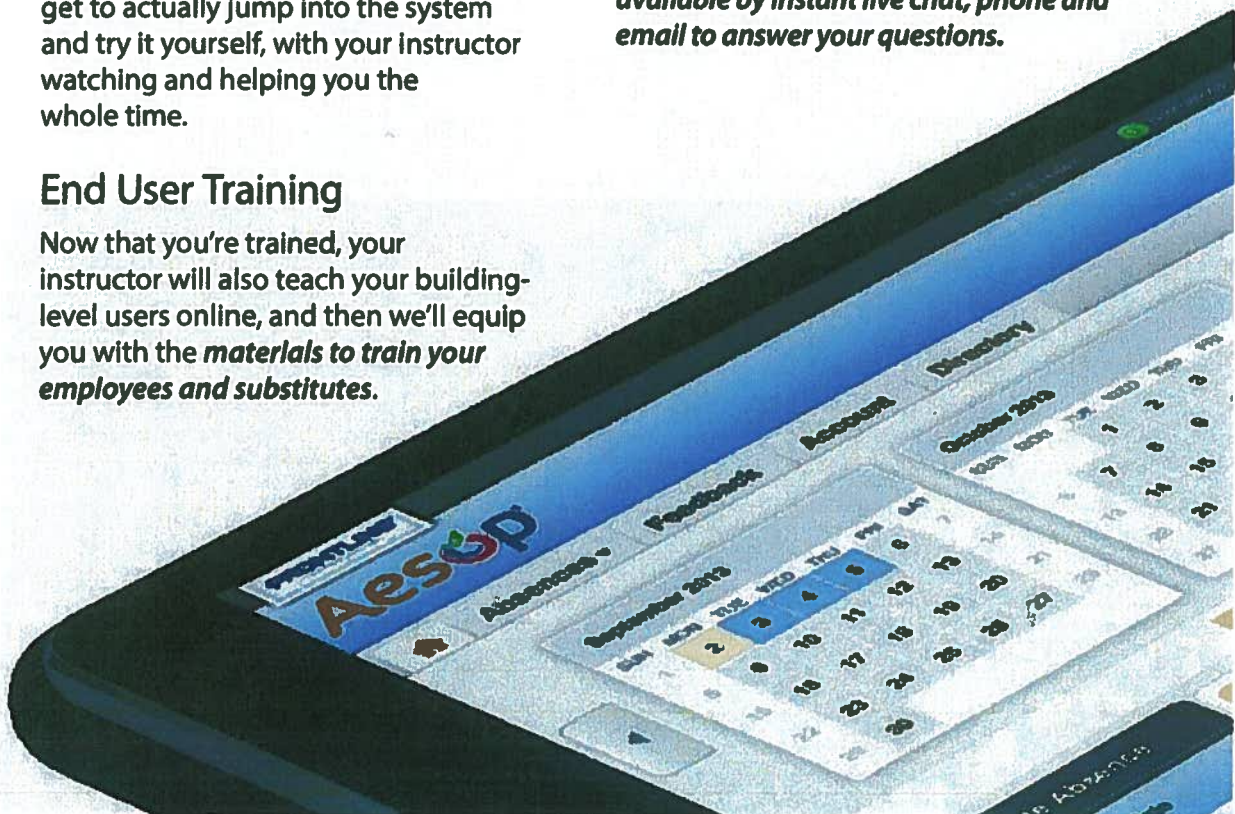
Go Live!

You're all set to use Aesop!

Follow Up

A month after you're live on Aesop, we'll *review how things are going* and answer any questions you may have.

Don't forget – even after you go live, the Aesop Client Services Specialists are available by instant live chat, phone and email to answer your questions.

Pricing

Aesop's flexible pricing model makes it affordable for districts of all sizes.

One-time implementation fee

This one-time charge includes your own *dedicated implementation specialist* working with you to set up the system and to train an Aesop Administrator as an expert at your district.

Subscription

Aesop offers a *low-risk subscription* that you can cancel at any time. We bill your district for only 10 months of the year (you get two months free) based on the number of employees in your district who are listed as active in Aesop. There are no charges for substitutes.

No long-term contracts or hidden fees

- *No* hardware, software or extra phone lines to install or maintain
- *No* long-term contracts
- *No* charge for premium support
- *No* upgrade charges

"Aesop saved our district dollars in salary expense and increased productivity. Since so much of my time was freed up, I became more valuable and was able to take on other responsibilities of greater importance."

Cindy Dzuranin | *Business Office Secretary, Cranbury Township School District, NJ*

About our company

Frontline Technologies is focused on solving problems for K-12 school districts through innovative software.

Innovate. Work. Life.

We believe software should not only be innovative but should also *improve work life for every customer.* Frontline develops each of our products by listening to the ongoing needs of school districts and creating and improving products based on their feedback. We believe our attention to customer needs and emphasis on outstanding customer care are what set us apart and have contributed to our rapid growth with *99% customer retention.*

Want to learn more?

Frontline Technologies
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Exton, PA 19341

www.FrontlineK12.com/Aesop
Info@FrontlineK12.com

Phone: 1.866.574.9169
Fax: 610.363.3710

"I love Frontline because they have given me the ability to *do my job better and to help people*, which is why I love working in a public school anyway."

Vicky Barnes | *HR/Payroll Assistant, Woodland Public Schools, WA*