

Note: Due to various factors, including the volume of participation from districts, contract negotiations for products and services being purchased and delivered within this contract, possible funding changes for districts or ESC Region 11, and other factors, this contract is offered in good faith but does not become binding until September 1, 2025, on either the district or ESC Region 11. If this contract pricing is based on enrollment, the previous year's PEIMS enrollment snapshot submission number from October will be used to determine pricing. This contract is contingent upon the continued availability of appropriations and is subject to cancellation by either party upon thirty (30) days written notice to the other party. Payment for valid fees or charges rendered by the ESC Region 11 prior to written notice of termination shall be due to ESC Region 11. Early acceptance of this contract is necessary so that ESC Region 11 can plan and prepare to deliver these services. An alternative contract may be offered if this contract cannot be delivered as stated.

HR Systems

The Human Resources Department offers the following services and discounts to LEAs that sign the HR Systems Contract:

Application Systems through PowerSchool

- Specifically designed for K-12 schools
- Streamlines and simplifies the entire recruitment and Onboarding process
- Consortium Job Board with increased visibility for your job postings via SchoolSpring which automatically pushes job postings to other job search platforms, such as Indeed
- Includes an interactive map with your postings available nationwide
- Application tracking
- One application for all jobs
- Electronic Reference Surveys
- Ability to auto-schedule interviews
- Consortium applicant view and filtering capabilities to search within the application system for potential candidates

Employee Records Management through PowerSchool

- Accelerate Onboarding
- Maintain accurate employee records in a centralized system

SmartFind Express (Absence and Substitute Management) through PowerSchool

- Simplify requesting and scheduling substitutes
- Manage substitutes and see real-time staffing data



**HR Systems Contract
2025-2026**

Management of Services

An LEA may select one or multiple services offered in this contract. All systems integrate with each other which provides an efficient and effective way to manage your HR processes. ESC Region 11 will provide user meetings (topics may include best practices, learning new features, training, etc.) and is a liaison between PowerSchool and LEAs.

ESC Region 11 Contact

Human Resources Department
(817) 740-3651

Price List

Application System

There is an annual subscription fee based on student enrollment. In addition, there is a one-time implementation fee for this module.

APPLICATION SYSTEM			
STUDENT COUNT		SUBSCRIPTION	TRAINING/IMPLEMENTATION FEE
LOW	HIGH		
1	500	\$1,350.00	\$1,200.00
501	1000	\$1,688.75	\$1,200.00
1001	2000	\$2,251.25	\$1,200.00
2001	2500	\$2,645.00	\$1,200.00
2501	3000	\$3,207.50	\$1,200.00
3001	5000	\$3,657.50	\$1,200.00
5001	7000	\$4,446.25	\$1,200.00
7001	10000	\$5,132.50	\$1,200.00
10001	15000	\$5,672.50	\$1,200.00
15001	20000	\$6,381.25	\$1,200.00
20001	25000	\$7,091.25	\$1,200.00
25001	30000	\$10,636.25	\$1,200.00
30001	35000	\$13,295.00	\$1,200.00
35001	40000	\$14,772.50	\$1,200.00
40001	45000	\$17,726.25	\$1,200.00
45001	50000	\$20,681.25	\$1,200.00
50001	55000	\$23,812.50	\$1,200.00
55001	60000	\$25,348.75	\$1,200.00

Administration Fee: In addition to the fees for services offered by PowerSchool, each district will pay an administrative fee of 10% of their total package price.

Employee Records Management

There is an annual subscription fee based on student enrollment. In addition, there is a one-time implementation fee for this module. The basic implementation fee is basic training and Implementation of Employee Records. The Integrated implementation fee is if you would like to have Employee Records integrated into your internal payroll/Human Resource information system.

EMPLOYEE RECORDS			
STUDENT COUNT	SUBSCRIPTION	TRAINING/IMPLEMENTATION	
		BASIC	INTERGRATED
0 to 1,000	\$5,070	\$5,970	\$9,580
1,001 to 2,000	\$6,410		
2,001 to 2,500	\$8,801		
2,501 to 3,000	\$9,902		
3,001 to 5,000	\$10,811		
5,001 to 7,000	\$13,202		
7,001 to 10,000	\$14,303		
10,001 to 15,000	\$15,690		
15,001 to 20,000	\$17,603		
20,001 to 25,000	\$22,004		
25,001 to 30,000	\$25,830		
30,001 to 35,000	\$28,413		
35,001 to 40,000	\$31,906		
40,001 to 45,000	\$35,206		
45,001 to 50,000	\$38,507		
50,001 to 55,000	\$41,807		
55,001 to 60,000	\$45,108		
60,001 to 65,000	\$48,408		
65,001 to 70,000	\$50,609		
70,001 to 75,000	\$51,709		
75,001 to 80,000	\$52,618		

Administration Fee: In addition to the fees for services offered by PowerSchool, each district will pay an administrative fee of 10% of their total package price.

Absence/Substitute Management

There is an annual subscription fee based on the number of substitute-eligible FTEs and non-substitute-eligible FTEs who utilize this absence/sub-management module. In addition, there is a one-time implementation fee for this module. The basic implementation fee is basic training and Implementation of Employee Records. The Integrated implementation fee is if you would like to have Smart Find Express integrated into your internal payroll/Human Resource information system.

ABSENCE/SUBSTITUTE MANAGEMENT - SMART FIND EXPRESS				
STUDENT COUNT	COST PER SUB-ELIGIBLE PROFILE	COST PER NON SUB-ELIGIBLE PROFILE	TRAINING/IMPLEMENTATION FEE	
	SUBSCRIPTION	SUBSCRIPTION	BASIC	INTEGRATED
0-150	\$2,000 Minimum	\$4.00	\$5,300	\$10,650
151-250	\$15.76			
251-500	\$14.07			
501-1,000	\$12.38			
1001-2,000	\$10.69			
2001-5,000	\$9.57			
5001-10,000	\$8.44			
10,001 +	\$7.88			

Administration Fee: In addition to the fees for services offered by PowerSchool, each district will pay an administrative fee of 10% of their total package price.