



# Executive Summary Finance Committee Meeting

**DATE:** May 21, 2026

**TOPIC:** : Frontline Applicant Tracking Software 3-Year Renewal (2026-2029)

**PREPARED BY:** Jordan Stephen

**Recommended for:**

- Action
- Discussion
- Information

**Background:**

The District uses Frontline’s Applicant Tracking Software to manage the hiring process, including recording, screening, and evaluating prospective employees. Designed specifically for K–12 school districts, Frontline supports recruitment by connecting to K12JobSpot, a dedicated education job network.

The platform improves hiring efficiency through automated screening, interview scheduling, and mobile-friendly applications. It also enhances collaboration by providing a shared workspace where HR teams and hiring managers, including school principals, can review candidates and provide real-time feedback.

This renewal falls under the Master Service Agreement legal counsel reviewed and approved in prior years. District Legal Counsel previously noted that SOPPA does not factor into this consideration because no student data or usage is involved.

**Fiscal Impact:**

- 2026-2027 Subscription: \$2,053.11 (5.9% increase over prior year)
- 2027-2028 Subscription: \$2,135.23 (4.0% increase)
- 2028-2029 Subscription: \$2,177.93 (2.0% increase)
- \$6,366.27 is the 3-Year Total.
- The District paid \$1,936.90 to Frontline in 2025-26

**Recommendation:**

The Finance Committee concurs with the Administration’s recommendation to the Board of Education to approve the purchase of a 3-year renewal for Frontline Applicant Tracking Software in the amount of \$6,366.27 for service and support beginning July 2026 - June 2029.