



Johnna Smarr, Acting Director

Office of Purchasing and Supply Services  
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AMENDMENT NO. 1

May 1, 2020

Gallup, Inc.  
1001 Gallup Drive  
Omaha, NE 68102  
Tel: 402.938.6617  
Fax: 402.484-4350  
Email: joni\_booth@gallup.com

Buyer: Donna Parks  
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**Subject: RFP 021-19 WORKPLACE CULTURE AND TALENT DEVELOPMENT**

1. This amendment (the "Amendment") is made by The Board of Education of Prince George's County and Gallup, Inc. to the agreement dated May 15, 2019 (the "Agreement").

The purpose of the amendment is to add and delete specific services in accordance with the following:

Item Descriptions	Total Original Contract Value	Total New Contract Value
Project 1 Talent Development Year 1	\$354,710.00	\$346,200.05
Project 1 Talent Development Year 2	\$231,275.00	\$213,275.00
Project 2 Work Place Culture Year 1	\$573,300.00	\$573,300.00
Project 2 Work Place Culture Year 2	\$327,300.00	\$259,800.00
<b>Total Contract Value</b>	<b>\$1,486,585.00</b>	<b>\$1,392,575.05</b>

**Project 1: Talent Development Year 1**

Item No.	Project 1 – Talent Development Services	Original Service Rate	Added or Deleted Service	New Total for All Inclusive Pricing (reflective of added and deleted services)
1	Year One -- District Identity	\$35,000.00	No Change	\$35,000.00
2	Year One -- Employee Engagement	\$44,760.00	No Change	\$44,760.00
3	Year One -- Exit Surveys	\$10,125.00	No Change	\$10,125.00
4a	Year One -- Student Engagement via National Poll (deleted service)	\$15,000.00	(\$15,000)	\$0.00
4b*	Year One -- Student Engagement via Custom Poll (added service)	\$0.00	\$45,000.00	\$45,000.00
5	Year One - Family Engagement	\$52,125.00	No Change	\$52,125.00
5a	Year One – Family Engagement Survey programming while in the field (added service)	\$0.00	\$2,500.00	\$2,500.00
6	Year One -- Staff Strengths Assessments	\$32,700.00	No Change	\$32,700.00
7	Year One -- Student Strengths Assessments (deletion of Middle School Strengths)	\$165,000.00	(\$41,009.95)	\$123,990.05
	<b>SubTotal Project 1 Talent Development Year 1</b>	<b>\$354,710.00</b>		<b>\$346,200.05</b>

\*Added service previously authorized via email communication on February 28, 2020 and confirmed by Gallup on March 2, 2020.

**Project 1: Talent Development Year 2**

Item No.	Project 1 – Talent Development Services	Original Service Rate	Added or Deleted Service	New Total for All Inclusive Pricing (reflective of added and deleted services)
1	Year Two - Employee Engagement	\$87,400.00		\$87,400.00
2	Year Two - Exit Surveys	\$20,250.00		\$20,250.00
3	Year Two - Student Engagement via Custom Poll	\$45,000.00		\$45,000.00
4	Year Two - Family Engagement	\$52,125.00		\$52,125.00
5	Year Two - Staff Strengths Assessments for New Staff (deleted service)	\$5,000.00	(\$5,000.00)	\$0.00
6	Year Two - Student Strengths Assessments for New Middle School Students (deletion of Middle School Strengths)	\$13,000.00	(\$13,000.00)	\$13,000.00
7	Year Two - Impact Analysis	\$8,500.00		\$8,500.00
	SubTotal Project 1 Talent Development Year 1	\$231,275.00		\$213,275.00

**Project 2 – Workplace Culture Year 1**

<b>Item No.</b>	<b>Project 2 – Workplace Culture Services</b>	<b>Original Service Rate</b>	<b>Added or Deleted Service</b>	<b>New Total for All Inclusive Pricing (reflective of added and deleted services)</b>
1a	Year One - Two Leading High Performance Teams Courses On-site Courses	\$60,000.00	No Change	\$60,000.00
1b	Year One - Two Leading High Performance Teams Courses On-site Courses	\$40,000.00	No Change	\$0.00
2	Year One - Forty Leader Coaching Series	\$31,800.00	No Change	\$31,800.00
3	Year One - Two Gallup Student Poll Workshops and One Webinar	Not Offered	No Change	No Change
4	Year One - One Creating an Engaging Workplace for Champions Course	\$12,500.00	No Change	\$12,500.00
5	Year One - 15 Clifton Strengths Discovery Courses	\$300,000.00	No Change	\$300,000.00
6	Year One - Two Building a Strengths-Based School Courses	\$25,000.00	No Change	\$25,000.00
7a	Year One - Two Accelerated Strengths Coaching Courses	\$144,000.00	No Change	\$144,000.00
7b	Year One - Two Successful Strengths Coaching Courses	\$60,000.00	No Change	\$0.00
	<b>SubTotal Project 2 Workplace Culture Year 1</b>	<b>\$573,300.00</b>		<b>\$573,300.00</b>

**Project 2 – Workplace Culture Year 2**

<b>Item No.</b>	<b>Project 2 – Workplace Culture Services</b>	<b>Original Service Rate</b>	<b>Added or Deleted Service</b>	<b>New Total for All Inclusive Pricing (reflective of added and deleted services)</b>
1	Year Two – Two Gallup Student Poll Workshops and One Webinar	\$15,000.00	No Change	\$15,000.00
2a	Year Two - Two Leading High Performance Teams Courses (On Site)	\$60,000.00	No Change	\$60,000.00
2b	Year Two - Two Leading High Performance Teams Courses (On line)	\$40,000.00	No Change	\$0.00
3	Year Two - Forty Leader Coaching Series	\$31,800.00	No Change	\$31,800.00
4	Year Two - Two Building Accountability for Engagement Courses (deleted service)	\$15,000.00	(\$15,000.00)	\$0.00
4a*	Year Two – Two Creating and Engaging Workplace for Managers (added service)	\$0.00	\$15,000.00	\$15,000.00
5	Year Two - Two Engagement Matters Courses	\$15,000.00	No Change	\$15,000.00
6	Year Two - Four Clifton Strengths Discovery Courses (deleted service)	\$30,000.00	(\$30,000.00)	\$0.00
7	Year Two - One Accelerated Strengths Coaching Courses	\$72,000.00	No Change	\$72,000.00
8	Year Two - Two Strengths-Based Parenting Train-the-Trainer Courses (deleted service)	\$20,000.00	(\$20,000.00)	\$0.00
9	Year Two - 500 Strengths-Based Parenting Course Participating Packets for parents (deleted service)	\$17,500.00	(\$17,500.00)	\$0.00
10	Year Two - One Clifton Strengths Discovery Train-the-Trainer Course	\$51,000.00		\$51,000.00
	<b>SubTotal Workplace Culture Year 2</b>	<b>\$327,300.00</b>		<b>\$259,800.00</b>

\*Added service previously authorized via email communication on February 28, 2020 and confirmed by Gallup on March 2, 2020.

1. Except as set forth in this Amendment, the Agreement is unaffected and shall continue in full force and effect in accordance with its terms set in the original agreement.

ACCEPTED BY:

FOR THE FIRM:

FOR THE BOARD OF EDUCATION:

 5/5/2020  
SIGNATURE DATE

 5/7/2020  
SIGNATURE DATE

Janet Gibbon  
NAME

Johnna Smarr  
NAME:

Education Consultant  
TITLE

Acting Director, Purchasing & Supply Services  
TITLE

Gallup  
FIRM

FOR THE BOARD OF EDUCATION  
OF PRINCE GEORGE'S COUNTY  
UPPER MARLBORO, MARYLAND 20772

 5-7-2020  
SIGNATURE DATE

Mark Fossett  
NAME:

Associate Superintendent for Supporting Services  
TITLE

FOR THE BOARD OF EDUCATION  
OF PRINCE GEORGE'S COUNTY  
UPPER MARLBORO, MARYLAND 20772

 5/7/2020  
SIGNATURE DATE

Barry Stanton  
NAME:

Chief Operating Officer  
TITLE

FOR THE BOARD OF EDUCATION  
OF PRINCE GEORGE'S COUNTY  
UPPER MARLBORO, MARYLAND 20772