



McLean County

Unit District No.5

Educating each student to achieve personal excellence.

TO: Board of Education

FROM: Heather Rogers, Director of Human Resources

DATE: August 19, 2026

SUBJECT: Adoption of Red Rover Hiring Platform

The HR Administration recommends approval of an agreement with Red Rover Technologies to implement the Red Rover Hiring platform as the District's applicant tracking and hiring system. Red Rover Hiring will replace both Frontline Recruiting and Hiring and Droplet, allowing the District to manage recruitment and hiring through one integrated platform.

The Human Resources Department currently uses Frontline Recruiting and Hiring to post positions, collect applications, and evaluate candidates, while Droplet is used to manage additional hiring workflows and onboarding paperwork. Maintaining two separate systems requires duplicate data entry, manual movement of information between platforms, and additional administrative time for Human Resources staff and hiring administrators.

The implementation of Red Rover Hiring directly supports the District's Strategic Plan, specifically the Creating Foundations for the Future focus area. The platform advances Goal 1: Professional Excellence by strengthening the District's ability to recruit, hire, and retain highly qualified staff through a more efficient, user-friendly hiring process. It also supports Goal 2, which calls for utilizing technology and software to improve operational efficiency and maximize the effectiveness of district resources.

Red Rover Hiring provides a modern applicant tracking system that streamlines the hiring process from job posting through recommendation for employment. Human Resources staff, principals, and hiring administrators will be able to manage applicants, communicate with candidates, complete approvals, and monitor hiring progress more efficiently within one integrated platform.

Red Rover Hiring Highlights

- Replaces Frontline Recruiting and Hiring and Droplet with one integrated hiring platform
- Reduces duplicate data entry and manual movement of information between systems
- Provides a more consistent and user-friendly experience for applicants
- Improves collaboration between Human Resources and hiring administrators
- Allows for electronic routing and approval of hiring recommendations
- Improves tracking of vacancies, applicants, and hiring timelines
- Provides administrator training, technical support, and ongoing software updates

The proposed agreement will consist of a one-time implementation fee of \$3,850 and an annual subscription cost of \$25,650. The initial subscription will run from October 1, 2026, through June 30, 2027, with a prorated subscription cost of \$19,237.50 for the first year.

The District currently pays \$10,146.35 annually for Frontline Hiring and \$11,550 annually for Droplet, for a combined annual investment of \$21,696.35. The full annual Red Rover subscription represents an increase of \$3,953.65 over the current combined cost.

While Red Rover requires an additional annual investment, the Administration believes the increased cost is justified by the operational efficiencies gained through consolidating two systems into one platform. The implementation will reduce administrative workload, improve collaboration among hiring teams, provide a better experience for applicants and our hiring administrators, and position the District with a scalable hiring solution that supports our long-term recruitment strategy and strategic plan priorities.

Please feel free to contact me with any questions or requests for additional information.

Heather Rogers

Director of Human Resources