



Dr. Dan A. Sims, Superintendent

ACTION MEMORANDUM

To: Bibb County School District Board of Education
From: Condus Shuman, Executive Director of School Nutrition
Subject: School Nutrition Temporary Staffing
Date: July 20, 2023

Summary:

School Districts and School Nutrition Programs across the country have experienced severe staff shortages since the onset of the pandemic and have yet to recover. During the 2022-2023 school year, School Nutrition was unable to fill 50% of the positions needed to operate effective nutrition services. Though paid their regular salaries, employees have refused to work, citing exhaustion, stress, and just needing a break. To maintain regulatory compliance of the BCSD School Nutrition Program, as required by USDA (United States Department of Agriculture) and GaDOE (Georgia Department of Education) the Nutrition Department needs to utilize as-needed contracted personnel. Nutrition assistants, servers, cashiers, and other food service personnel may be needed temporarily to provide optimal nutrition services to students.

The School Nutrition Department is seeking Board approval to issue a Purchase Order on an as-needed basis for temporary staffing for FY24. If approved, this will be the first year of the four-year agreement for IFB 23-056. The funds will be paid out of the School Nutrition Fund.

Background

Bibb County School District released IFB 23-056 for School Nutrition Temporary Staffing. With the continued effort to recruit throughout the year, the district has been unsuccessful in filling all vacancies for employees. The use of contract companies broadens the pool of potential service providers. The following contract companies have met the criteria under IFB 23-056 and may be utilized to provide temporary staffing services:

1. 22nd Century Technologies, Inc.
2. Adelphi Medical Staffing
3. Campus Adventures
4. Corporate Temps

5. Diskriter, Inc.
6. Griffiths Price & Associates Consulting
7. Kelly Education
8. Laine Federal Solutions
9. MAC Face Marketplace
10. Maxim Healthcare Services
11. Noor Staffing Group
12. Openwork
13. Qualified Staffing
14. Spur
15. StaffEZ
16. Sunshine Enterprise USA LLC
17. Talantage LLC

The FY23 temporary staffing expenses for the School Nutrition Department were \$183,032. The projected expenditure for FY24 is approximately \$165,730. This is a 10% decrease over the prior year due to potential increased staff retention as a result of the approved FY24 salary increases for school site nutrition staff.

Recommendation:

It is recommended that the Bibb County Board of Education authorize the Superintendent to issue a Purchase Order to each vendor on an as-needed basis, not to exceed the total amount of \$165,730 to provide as-needed temporary staffing for the School Nutrition Department.

Superintendent's Comments and Approval:

Superintendent's comments	Select one
Dr. Dan A. Sims	Approved