

ACTION MEMORANDUM

To: Bibb County Board of Education

From: Emanuel Frazier, Assistant Superintendent of Human Resources

Subject: Kelly Services – Increase Funding

Summary

The Human Resources Department is requesting an increase in the approved contract amount for Kelly Services.

Background

In July of 2023, the Human Resources Department submitted a recommendation to renew the contract with Kelly Services for an amount not to exceed \$3,600,000 for the 2023-2024 school year. The requested amount was \$1,400,000 less than the amount requested for the 2022-2023 school year. The rationale for the reduced request was that we were moving away from providing each school with two permanent floater substitutes, as well as fewer schools deciding to fund ARP paraprofessionals.

We did not realize the savings that we were projecting in this area due to the reasons below:

- Increase in Absences – We have experienced an almost 8% increase in absences when compared to 2022-2023 numbers.
- LETRS rollout – To facilitate the rollout of LETRS, all K-5 ELA teachers, including gifted, EIP, and PEC teachers were trained. Each individual attended 4 days of training.
- Defunding of building floaters - The decision not to fund floaters for each building resulted in those 74 Kelly employees moving back to the regular substitute pool. In turn, this led to higher substitute fill rates for daily absences.

The combination of the items listed above resulted in us not realizing the anticipated savings. Consequently, we will need to amend the purchase order in the amount of \$1,200,000 to cover the overage for the remainder of the school year.



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Recommendation

The Human Resources Department is recommending that the Bibb County Board of Education approves the request to increase the funding for the Kelly Education Services purchase order in the amount of \$1,200,000. Funding will come from a combination of General and Federal sources.

Superintendent's Comments and Approval:

Superintendent's Comments	Approve/Disapprove
Dr. Dan A. Sims	Approved