



Dr. Dan A. Sims, Superintendent

ACTION MEMORANDUM

To: Bibb County Board of Education, Dr. Dan A. Sims, Superintendent

From: Emanuel Frazier, Assistant Superintendent of Human Resources

Subject: Elevate K-12

Summary:

The Human Resources Department is seeking Board approval to enter into an agreement with Elevate K-12 to aid with filling existing teacher vacancies within the District. Elevate K-12 has worked with more than 600 districts as a trusted partner for their students. The teachers will provide live Tier I teaching to ensure that the students receive instruction from virtual teachers using the District's curriculum materials. All teachers sourced through Elevate K-12 will be certified in the assigned content area.

Background:

The District began using the H-1B process to hire international teachers during the 2023 – 2024 school year. Our students benefitted from being in a position to receive instruction from an experienced certified teacher with the content and pedagogical knowledge needed to increase academic outcomes. In preparing for the 2024 – 2025 school year, we collaborated with principals to hire more international teachers using the H-1B visa process. We were prepared for a slight delay in arrival. The principals were prepared to wait since the teachers were a part of their staffs previously through an agreement with an outside provider. However, several of those teachers have experienced difficulties in obtaining the necessary approvals from their home country to begin working in the District. To address this, we reopened the positions earlier this fall, but we have not been able to secure a quality replacement. Due to the uncertainty surrounding the teachers' arrival date, we have decided to use Elevate K-12 to staff the positions. We will also use the company to fill other vacant positions as well, where possible. We are requesting approval to work with Elevate K-12 to fill six (6) positions. Elevate K-12 staff would fill vacant positions at Bruce, Ingram-Pye, Heard, and Dr. Martin Luther King Jr. Elementary schools, and Rutland and Weaver Middle schools.



BIBB COUNTY SCHOOL DISTRICT

Dr. Dan A. Sims, Superintendent

ACTION MEMORANDUM

Recommendation:

It is recommended that the Board of Education authorizes the Superintendent to enter into a contract with Elevate K-12 to provide live virtual teachers to the District at an amount not to exceed \$274,140 which will come from General Funds.

Superintendent's Comments and Approval:

Superintendent's Comments	Approved / Not Approved
Dr. Dan A. Sims	Approved