



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: Certified Teacher Staffing Services

Summary

The Human Resources Department is requesting approval to utilize staffing agencies to provide the District with access to highly qualified teacher candidates. This award is used to issue purchase orders on an as-needed basis to provide certified staff for District schools.

Background

The Human Resources Department is continuing to explore all available avenues to source teachers. The Department is currently utilizing all available means to recruit teachers. In addition to our grow your own efforts, in-person, and digital recruitment efforts, we have also utilized staffing services.

In fiscal year 2022, the Procurement Department issued solicitation RFP Bid 22-021. The Board approved, and two companies were approved for the award. During FY 2023, we secured special education staff from two companies, Maxim and Soliant.

Due to the need to broaden the pool of general education teachers, the Procurement Department issued RFP bid 23-057 for additional contracted employment services.

The contract companies below were selected as approved vendors and may be needed to provide services as required. The possible contract costs for the companies are as follows:

1. Cross Country Education \$55 - \$64/hour
2. Amergis Educational Staffing (Formerly Maxim) \$65 - \$95/hour
3. Sunbelt Staffing \$68.50/hour

The Board approved \$1,000,000 for contracted teacher services for FY25. The approved FY25 amount was targeted at hiring ten teachers. However, as the allocation was to be used on an as needed basis, we did not utilize all of the funds. The actual amount expended under the bid was \$268,166.06. This past year, we averaged approximately 10



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vacancies per month. As a last option, we will seek to source candidates from the approved vendors.

Recommendation

It is recommended that the Bibb County Board of Education authorizes the Superintendent to issue a Purchase Order to each vendor on an as-needed basis, not to exceed \$500,000. Funding will come from FY26 General Funds.

Superintendent's Comments and Approval:

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