



North Boone CUSD 200

June 18th, 2019



Agenda

- Kelly Educational Staffing
- Staffing Management Program
- Cost Savings Analysis
- Pricing
- Q&A
- Next Steps

There's no substitute for PROVEN SUCCESS



20
YEARS IN EDUCATION

100%
SUCCESS IMPROVING
substitute placement rates in all
our partner districts

61,000+
active substitute teachers
in our talent pool



MORE THAN HALF A BILLION
student learning days
have been taught by KES®
substitute teachers



YEAR-ROUND RECRUITING



COMPLIANT WITH THE AFFORDABLE CARE ACT

OUR NUMBERS:

3.2 million

U.S. classrooms filled during
2016-17 school year

8,655+

school partners in 35 states

1,265

school/district programs
successfully implemented to date

36,665+

absences handled in a single day



24/7
INCIDENT MANAGEMENT



WE NEVER
CAP THE HOURS OF OUR SUBSTITUTES



70+ YEARS
OF KELLY SERVICES' WORKFORCE SOLUTIONS

CENTRALIZED SUPPORT TEAM

15 hours per day access

100+ trained specialists

1.8 million
requests handled per
school year



FREE CONTINUING EDUCATION
FOR ALL EMPLOYEES

55,000 ebooks

6,000+
online courses



FREE PROFESSIONAL DEVELOPMENT
FOR SUBSTITUTE EDUCATORS

- Research-based
- Aligned assessment
- Exclusive to KES



The KES Solution

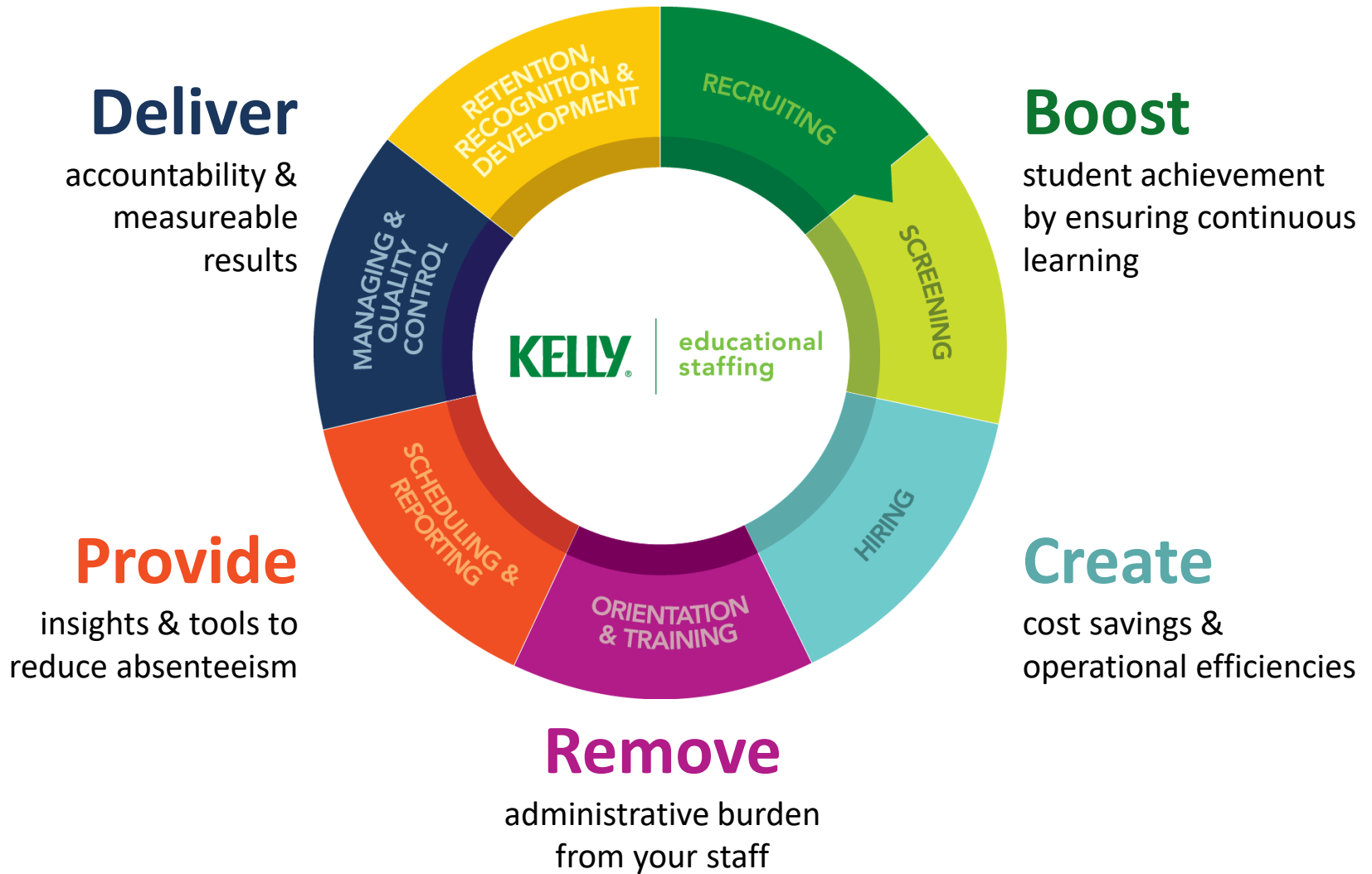
A One-Stop Solution



Education is a
shared responsibility™



Your One-Stop Solution



Recruiting

Traditional

- Internet Posting & Job Boards
- Print Advertising/Direct Mail/Billboards
- Grassroots Marketing (lawn signs, fliers, Meet & Greets, etc.)
- Virtual or In-Person Job Fairs
- On-Site Recruitment @ District Events

Strategic

- Social Media Networking
- Higher Ed Partnerships
- Search Engine Optimization/Marketing
- Referral Programs
- Workforce Development Initiatives
- Veteran & Army Spouse Programs





Hiring and Screening Process

KES only assigns an employee to a school after they have successfully passed the hiring process and all required background screenings.



Pre-qualification

- Led by **trained KES recruiter**
- Gauges suitability for the role, skills, and ability to succeed
- Discuss education, work history, experience, certifications, and licenses
- Confirm goals, work preferences, availability, and interest



Evaluation

- **Behavioral interview** based on role competencies
- **Structured interview guide** with situational & behavioral questions
- **TeacherMatch® SmartPractices training pass/fail assessment**; Candidates who fail do not continue in the hiring process
- **Reference & education verification**



Registration

- **Online application** process
- **Complete employment forms**, (W-4, background check consent form, and any state/local/district-specific forms)
- **Verify work eligibility** through the I-9 process using E-Verify



Screening

- **Mandatory screening**: the most comprehensive in the industry
- **Criminal background screening**
- **National Sex Offender Registry Check**
- **State-specific screening**
- **District-required screening**

Employment gap policy: rescreening after lapse in employment of 150 calendar days (or shorter upon request)

Preparing Substitutes for the Classroom Pre-Hire Training

Smart Practices

Guiding Principles for Substitute Teachers

Powered by **TeacherMatch®**

Exclusive
to KES

Free &
Mandatory
Training

Pass/Fail
Assessment

Research-
Based



UNIT 1 SMART START

A Day as a Substitute: The Basics

- Working with different age groups
- Ethics & Professionalism
- Legal Obligations
- Social Behavior
- Technology in the Classroom
- Leading the Classroom
- In Case of Emergency



UNIT 2 CLASSROOM SMARTS

Effective Classroom Management

- Maintaining Academic Flow & Pacing
- Attendance & Starter Activities
- Rules, Consequences & Rewards
- Reacting to Inappropriate Behavior
- Managing Transitions
- Bullying & Harassment
- Dismissal Time
- Completing the Day

Paid Post-Hire Orientation

KES & District-Specific Policies



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Post-Hire Orientation

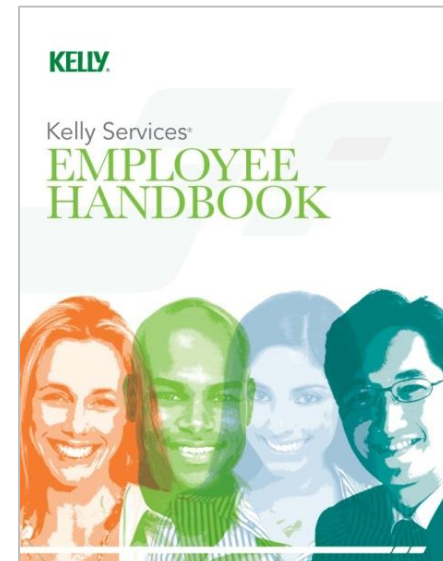
The following post-hire orientation is **PAID** in compliance with Wage/Hour Laws

For all Employees/Districts:

- Policies and procedures (i.e. working with KES; harassment; safety, equal employment, drug-free workplace, workplace violence, code of ethics, dress code)
- Employment expectations
- Employee benefits/programs
- Timekeeping and payroll options
- District policies and procedures
- Review of Employee Handbook
- Incident reporting
- Cancellation policy
- Technology usage and functionality
- Job description review/acknowledgement
- Standards of professional conduct

For positions that may be exposed to bodily fluids (or upon District request):

- Introduction to bloodborne pathogens
- Disease control
- OSHA requirements
- Compliance
- Post exposure evaluation and follow-up
- Summary/mastery exam

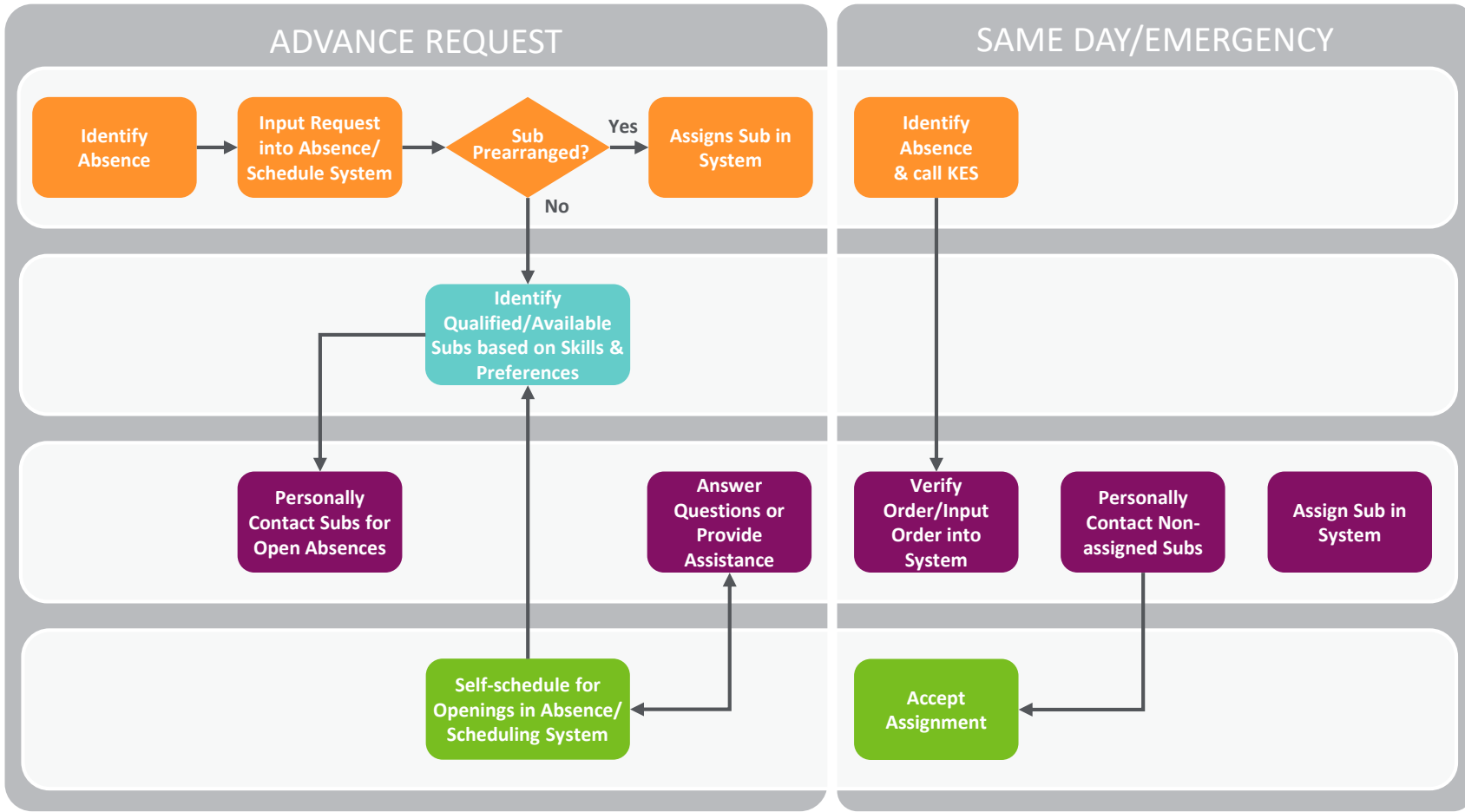




Scheduling & Reporting

Driving Process Efficiencies

Streamlined Absence Request Process Flow



Data Analytics & Consultation

KES can help you discover how to:

- Drive reductions in absenteeism
- Use work pattern trends to help with forecasting
- More effectively manage grant dollars
- Relieve administrative burden on your staff
- Efficiently fill vacancy positions
- Deploy process improvements to drive cost reductions
- Increase efficiency through analysis of HR and workforce management processes
- Use industry insights to drive process improvement and innovation
- Develop a right-sized substitute pool





Retention, Recognition & Development

People are the Core of Our Business

Employee Recognition & Retention

The quality of our Talent has a direct impact on your student's achievements.

We offer:

- Free Professional Training and Development
- Kudos! Recognition Program
- KellyCares Individual Recognition
- Substitute Teacher of the Year Awards
- Employee Discount Program
- Ongoing Work Assignments on School Breaks
- Flexible Scheduling
- Challenging Professional Opportunities



Kudos!★



Employee Perks & Benefits

- Annual Service Bonus
- ACA-Compliant Health Care Plan for eligible employees
- Access to Health & Welfare Coverage: medical plans, prescription coverage, vision, dental, group term life insurance, accident insurance, short-term disability insurance, legal services
- Weekly electronic payroll options
- Optional 401(k)
- Family and Medical Leave Act (FMLA)
- Employee Assistance Program
- Pre-tax Parking & Transit benefit
- Access2wellness™ Prescription Discount Program
- HR Support
- Kelly Relief Fund



Ongoing Professional Development

Advanced professional development training to improve skills

Smart Practices

- Teaching strategies, professionalism, ethics, classroom management and more
- Exclusive to KES

Kelly Learning Center

- Virtual university with 6,000 self-paced or facilitated courses and 55,000 eBooks and publications
- Available on demand

Smart Practices

Guiding Principles for Substitute Teachers

Powered by **TeacherMatch®**



UNIT 3 SMART BEHAVIORS

for High-Impact Teaching

Helps substitute educators create a positive learning environment through advanced classroom management techniques



UNIT 4 SMART SKILLS

for Higher-Order Thinking

Educators gain an understanding of how to engage students in higher order thinking through instructions and analysis

All training offered at no charge
to the District or to our
employees

Implementing your Program

A Proven Quality-Driven Process

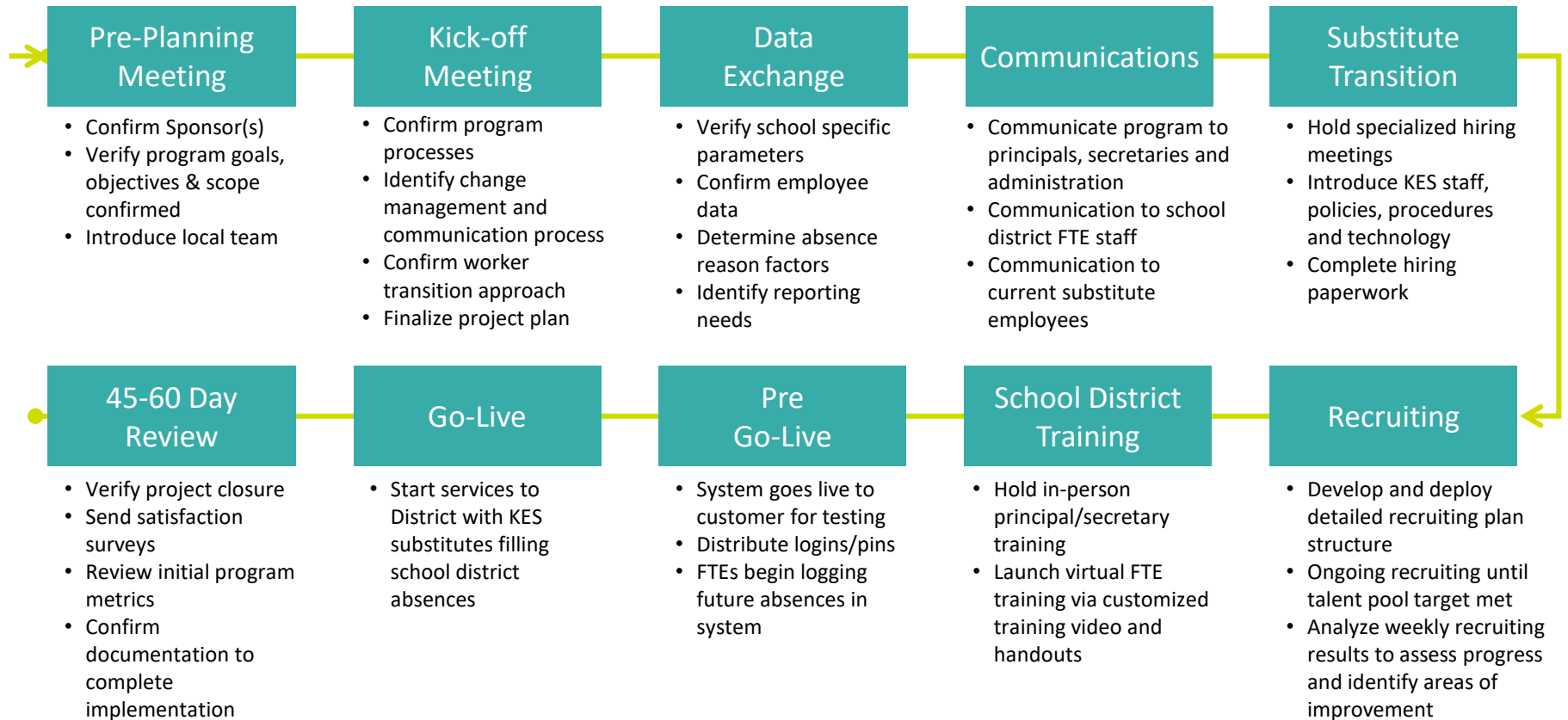


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shared responsibility™



Implementation Process Overview

The average KES implementation is 60-90 days, depending on size and complexity.



Transitioning your Current Talent



Identify

District identifies the substitute teachers you want to retain.



Communicate

KES communicates with identified substitutes and holds informational meeting(s) to:

1. Make substitutes comfortable with the transition
2. Communicate a united message from District and KES
3. Provide information on opportunities with KES
4. Address any questions



eRegister

Identified substitute employees who wish to remain eligible for assignments complete the KES e-registration process.



Paid Orientation

KES holds structured orientation including:

- Technology training
- Timecard submission
- KES and district-specific policies and procedures
- Employee handbook review
- Q & A

Why KES

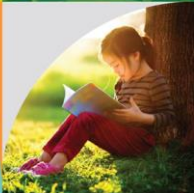
A Proven Leader in Educational
Staffing



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Why Kelly Educational Staffing?

- **Increased number of quality substitute professionals** through our ongoing recruiting efforts
- **Consistently high fill rates**
- Significantly **reduced administrative burden** on school personnel
- **Local support** from our established teams
- **Around the clock access** through our scheduling system or from more than 100 Absence Specialists in our centralized Customer Support team
- **Security for your students** and staff through detailed screening and proven risk management processes
- **Hard and soft cost savings** through employee management, grant management, and analysis of absence trends



Pricing/Cost Analysis



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Pricing is All-inclusive

KES Pricing Includes:

- On-going Targeted Recruiting Program
- Specialized Hiring/Assessment Process
- Behavioral Interviewing
- Centralized Customer Support Team
- Live Absence Filling (Last Minute/Same Day)
- Robust Benefit and Retention Packages
- Affordable Care Act Compliance
- Orientation Program and Brochures
- Automated Scheduling System
- High-Powered Data Analytics & Reporting
- Consultation on Absentee Management
- Employee Quality Assurance Process
- Usage Reporting by School Location
- Automated Timekeeping/Payroll processing
- Track Grant or Other Funding for Absences
- Partnership Reviews each Semester
- Complete and Proven Service Delivery Model
- Formal 24/7 Incident Reporting Process
- Year-round Candidate Engagement
- Employer State and Federal Taxes
- Unemployment
- Workers' Compensation
- General Liability Coverage
- Reference Checks
- Education Verification
- Criminal Background Investigation
- National Sex Offender Registry Search
- Employee Drug Testing (as required)
- Fingerprint Facilitation (as required by state)



Soft Cost Savings

- Administrative Time
- Principal's Time
- Recruiting Time
- Hiring & Onboarding Time
- Payroll Processing Time
- Recruiting and Advertising Costs



Everyone Benefits

Districts

- Cost savings from administrative simplification, better resource utilization, and opportunities for streamlining
- Reduction of risk for ACA compliance and background checks
- Elimination of pension plan payments, workers' compensation insurance, unemployment costs and more

Administrators

- Control over substitutes in the schools
- Access to an expanded pool of quality, well-trained substitutes
- Insight into best practices and reporting
- Reduction of Paperwork
- Ability to redeploy existing resources to other tasks
- Staffing solutions for short and long-term openings



Everyone Benefits

Teachers

- Continuity with existing, known substitute pool
- Teacher's substitute preferences remain
- 800# for last minute absences
- Substitutes maintain lesson plan continuity
- Easy-to-use technology

Substitutes

- Access to professional development and training
- Same pay rates as set by district; weekly pay
- No limit on hours worked
- Flexible schedule
- Benefits including bonuses, 401(k), recognition programs, discounts on shopping, dining and travel



Contact Information

KES is prepared to support your students, teachers, principals, and administrators. If not today, we promise we will be back again. Please feel free to contact me with any questions or to discuss how we can bring value to your District.



KELLY®

educational
staffing

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