

Executive Summary: Tutors with Kelly Services

The HR Department was charged with providing more information relative to Kelly Services providing tutors for the WCSD.

Information Provided:

Attached are two documents which provide financial information providing a comparison of costs using Kelly Services and returning to the WCSD as the sole provider of the tutors. Also, additional information is provided with a chart showing the current number of hours tutors have worked up until January 29, 2010. Currently, all tutors are provided through Kelly Services although the principals in the buildings select who they want as tutors. The majority of the original tutors transitioned from the WCSD to Kelly Services.

There are also tutors who work for the WCSD in before and after-school programs.

Criteria for Tutors:

To be eligible to be a tutor under the provisions set forth by the ABG and EAP Grants, a person must have a high school education or its equivalent. A teaching certificate is not necessary. However, those with a teaching certificate are paid at the highest rate which is \$18.00. Tutors who do not hold PDE Certification will be paid \$8.96 per hour. Tutors who hold an Emergency Certificate for substitute teaching based on need will also receive \$15.00 per hour.

The exception will be WCSD teachers who are paid at the negotiated hourly rate which currently is \$25.90 and will be \$26.80 in SY 2010-2011. These amounts are paid utilizing the grant funds directly by the school district to the employees.

Financial Implications:

Based on the total number of hours projected for 2009-2010 from current usage up to January 29, 2010; the cost will be approximately \$508,516.18 which is under the \$516,928.00 that was budgeted in the EAP and ABG Grants. The dollar amounts were projected based on tutoring being provided October 1, 2010 – May 27, 2010 which is a total of 134 student days.

There are **five significant factors:**

1. Impact of PSERS for any tutor who works more than 500 hours during the school year;
2. Impact of tutors seeking unemployment when the grants end and more time on task for the HR and Business Services Departments in processing paperwork for employment and payroll.
3. To save money and provide more hours of tutoring for students which is the impetus for the change; all tutors will be paid based on their qualifications. The WCSD can only issue Emergency Permits for teaching when there are no teachers available with certificates to teach. However, with tutoring; there is no educational requirement for tutors to have a teaching certificate although educators recognize the value. Tutors will be paid based on whether or not they have a teaching certificate; a Bachelor's Degree or a high school diploma. No emergency permits will be issued as they are only for substitute teachers and the Pennsylvania Department of Education does not regard those with Emergency Permits as being Highly Qualified.
4. Retired teachers will be impacted by returning to the WCSD for employment as it could affect their retirement. No letters can be issued to PSERS on their behalf as there is no requirement to have a teaching certificate to be a tutor.

5. Most importantly, as of Thursday, February 18, 2010; I received written notice from a representative of Kelly Services that they can not provide the tutors utilizing a 10% markup. Per Mrs. Rosemarie Green, Director of Federal Programs/Elementary, tutors can not be provided through Kelly Services if the markup is over 10%.

Recommendation:

Therefore, it is the recommendation of the Director of Human Resources, Director of Federal Programs/Elementary and the Superintendent to have the tutors removed from Kelly Services as the provider and return to the WCSD as the sole provider for tutors only.

Recommended Motion:

That the Board of School Directors approves the request to have the tutors removed from the Kelly Services' Contract following the terms and guidelines as set forth in the contract and addendums.