



Substitute Solutions

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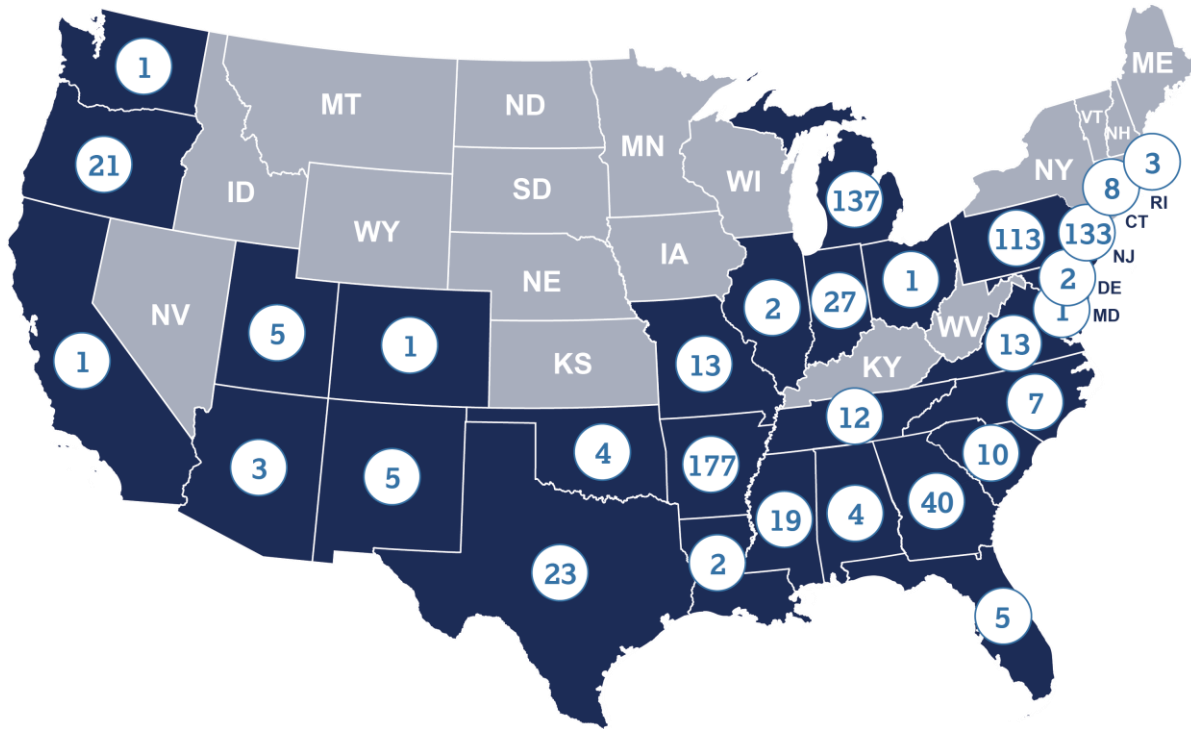
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Mission

At ESS we believe that **every** student in **every** classroom deserves to have a great substitute when their teacher is not available.



Who We Are



- Exclusive focus on PreK-12 education - customized solution for each district partner
- 800+ Districts, 4 million students served over 30 states by 55,000+ substitute & permanent employees
- Experienced & stable regional leadership team - strong community involvement
- Significant investments in people, processes & technology
- Efficient, accountable, automated systems - virtual learning options
- High client satisfaction and retention - 98%+



New Mexico District Partners



GALLUP-McKINLEY
COUNTY SCHOOLS



Track Record of Success

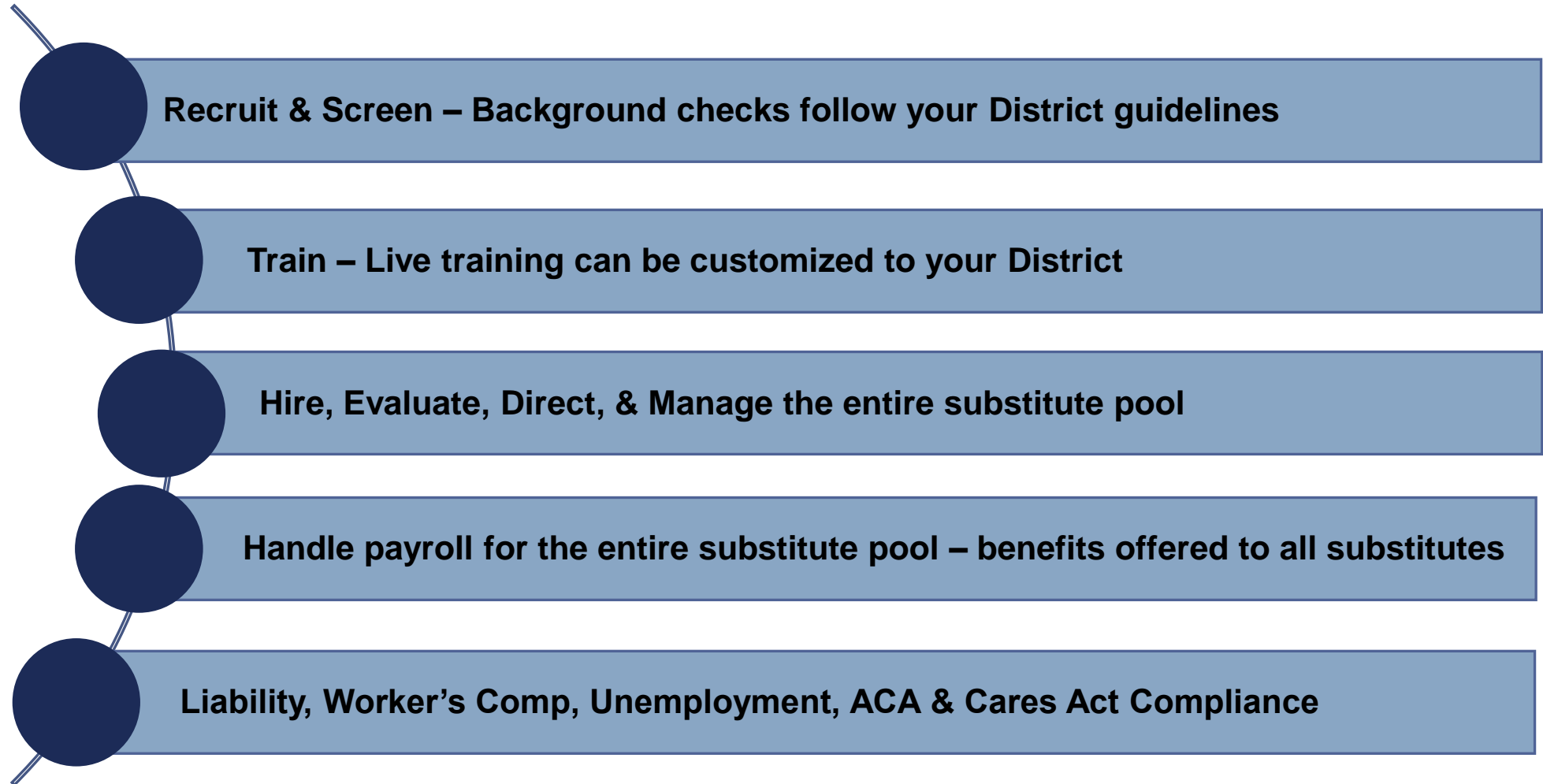
District	ESS Partnership Kickoff	Fill Rate Before Partnership	ESS Fill Rate Before COVID	ESS Fill Rate During COVID
Gallup-McKinley County Schools	April, 2018	80%	97%	66%
Central Consolidated Schools	April, 2019	75%	91%	62%
Grants-Cibola County Schools	August, 2020	79%	88%	72%
Carlsbad Municipal Schools	August, 2020	75%	87%	72%



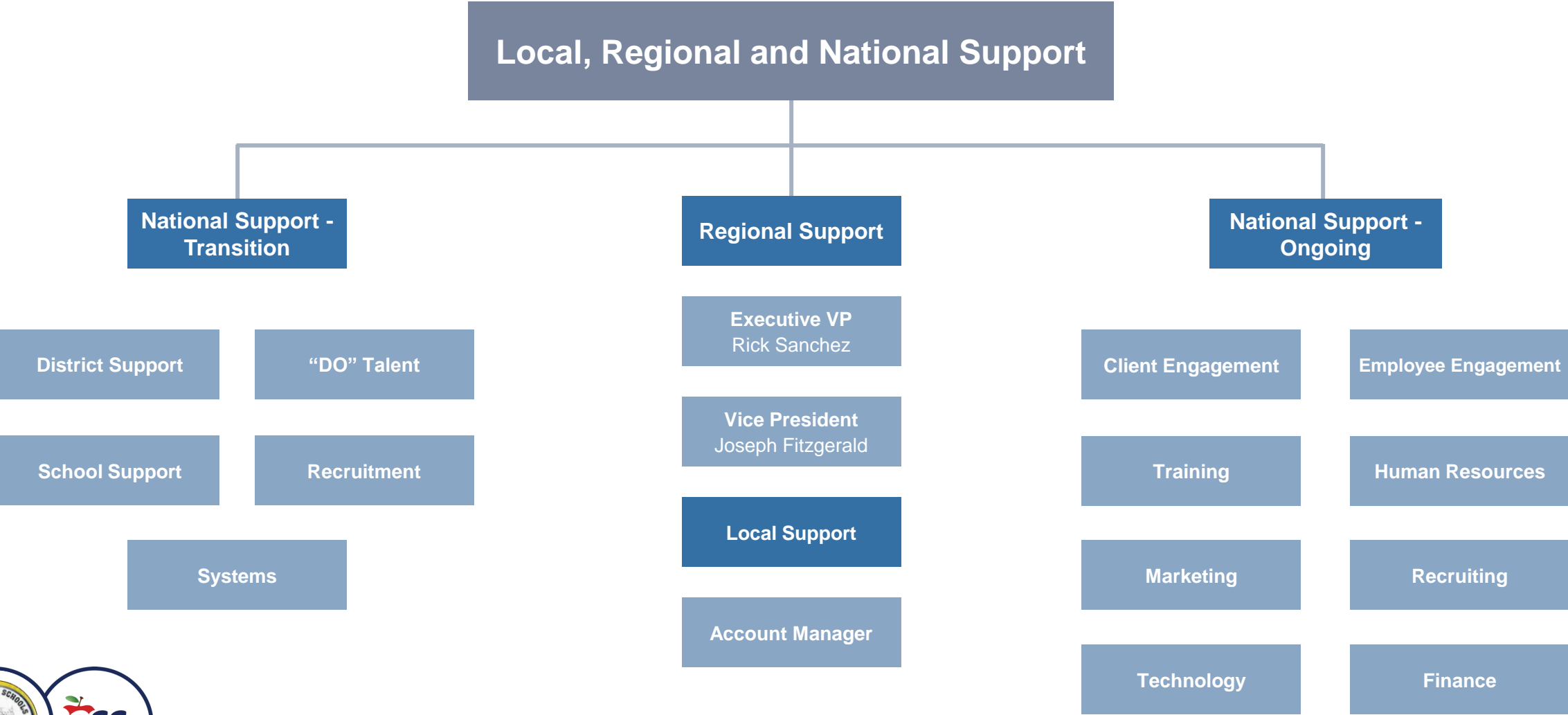
A Better Mousetrap



Full-Service Model



Bloomfield School District Support Structure



Recruiting – Connecting with the Community

Digital Outreach

- Indeed, Glassdoor, LinkedIn, Instagram, Facebook

Traditional

- Local Papers, Flyers, Lawn Signs, Outdoor Banners

District Activities/Community Events

- Football games, PTO Meetings, Booster Club Meetings, Chambers of Commerce

TOP 3 REASONS to work as a Substitute with ESS!

- 1. FLEXIBILITY**
 - Customize your own schedule to Absence Management
 - Guaranteed nights, weekends, and holidays free
- 2. BENEFITS**
 - Health & 401(k) benefits to pick & choose
 - 30 day sign up period begins after your first paycheck
- 3. RELIABILITY**
 - Ideal job for those entering, re-entering, or exiting the work force
 - Constant work ensured to those who can be flexible

ESS Every day counts. **#BECOMEASUB** APPLY TODAY AT ESS.COM



Willsub+ software

Supercharge your Substitute Program

ESS will provide willsub+ software and all associated training to boost your Substitute Program. willsub+ is an easy-to-use software for absence and substitute scheduling for K-12 campuses. It's a powerful, all-in-one program that makes your district's substitute processes faster and easier for your administration, teachers, and substitutes.

- Free Mobile Access For All Users
- Faster Substitute Fills
- Streamlined Substitute Selection
- Easy Lesson Plan Communication
- Quick Data and Reporting Options



Training – Focusing on Student Achievement

- Live 5-hour training for new substitutes, customized to District's needs
- Efficient hiring, trainings scheduled often so new applicants can get to work
- Substitutes must pass training to be hired
- Trainers are certified by Dr. Jim Wasser, ESS Director of Training
- Online training modules offered for further Professional Development
- **Topics covered:**
 - Professional Teaching Behavior
 - Classroom Management
 - Student and Staff Safety
 - Creative Instructional Strategies
 - District and School Policies
 - Digital Platforms for Virtual Learning



Substitute Engagement – Targeted Incentives



Weekly Pay

- Direct Deposit every Friday, District Determines Pay Rates

Benefits

- Health, Vision, Dental & Life Insurance, 401(k)

Targeted Incentives

- Gift Cards & Other Prizes, \$75 per referral



Bloomfield School District Pricing and Proposal

Pricing for Bloomfield School District

- Payroll * 1.3275
- Example: \$100 substitute pay rate; \$132.75 bill rate

ESS Manages to District Budget

- District only pays for substitutes provided, No other fees

Software

- ESS provides willsub+ software, app and training on how to use the system – included in pricing

Scholarships

- \$1,000 annual scholarship donation

National Purchasing Cooperatives

- 1GPA, PCA, TIPS, and Equalis

INCLUDED WITH PARTNERSHIP	
Local Manager	Employee Incentive Programs
Regional and National Support	Community Involvement
Payroll, Taxes & All Processing	Substitute Program Software, App and Training
Recruiting/Advertising	Personnel & Time Savings – Central Office
Application Screening/Onboarding	Significant Time Savings at Each Campus
Training – Initial & Ongoing	Incident Resolution
General Liability Insurance	Unemployment Costs
Worker's Compensation Insurance	Data Analytics



An investment in your Substitute Program

Bloomfield School District Substitute Program Costs	Current Program	ESS Partnership (Payroll * 1.3275)
Annual Payroll Estimate	\$ 715,064	\$ 715,064
Payroll Taxes	\$ 54,702	
Unemployment/General Liability Insurance	\$ 3,575	
Worker's Compensation Insurance	\$ 10,726	
Benefits and ERB for substitutes (from questionnaire)	\$ 176,643	
Soft costs - modeled after Denton ISD analysis (scaled down and cut by half)	\$ 57,205	
Total Substitute Program Cost	\$ 1,017,916	\$ 949,247
Cost Differential		\$ (68,668)
Cost Differential %		-6.7%



Essential Points

- ESS will provide a dedicated onsite Account Manager for your Substitute Program and we will support that Manager with our Regional and National Teams.
- ESS will provide state-of-the art software for your Substitute Program and provide training for that software.
- ESS will succeed. We will increase your substitute pool, we will increase your fill rates and we will ensure that you have the quality of substitutes you need for your classrooms.
- This partnership is good for your substitutes – they will still be paid the same rates and now they will be paid weekly. They will be offered affordable benefits and will maintain the same flexibility and work opportunities they have now.
- This partnership will NOT cost the District more on an apples-to-apples basis. And ESS will stay within the budget allocated by the District.

