

To: School Board
From: Administration
Date: August 25, 2026
Re: Approval of Kelly Education Agreement for Daily Substitute Teacher Services

Recommendation

Approval of the Agreement with Kelly Services, Inc. for daily substitute teacher services.

Executive Summary

Administration recommends partnering with Kelly Education to strengthen recruitment, onboarding, employment administration, and support for daily substitute teachers. Osseo Area Schools will continue to establish substitute pay rates, supervise classroom work, use Frontline Absence Management, and retain responsibility for school operations. Kelly Education will serve as the employer of assigned substitutes and manage recruiting, hiring, payroll, benefits, employment records, workers' compensation, and related teacher substitute staffing compliance.

Key Agreement Terms

- **Term:** August 26, 2026 through June 30, 2028, with the option to renew for one or two additional years.
- **Scope:** Daily substitute teacher staffing. Kelly is a non-exclusive provider for instructional positions.
- **Transition:** Daily substitute operations will transition once both parties have signed the agreement, and Kelly Education serving as a provider beginning November 2026.
- **Continuity:** Current daily substitutes may continue serving the Osseo Area Schools after completing Kelly Education's employment transition process. Frontline Absence Management will remain in use.
- **Employee support:** Kelly will honor verified accrued Minnesota sick and safe time balances for transitioning substitute employees, subject to the agreement.