HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES

Date: November 16, 2026

Agenda Item: K.4

Board Goal: N/A

Subject: Consideration and possible approval of a Staff Augmentation Agreement for Custodial Services - ABM

Administrator Responsible/Position: Max Cleaver, Chief Operations Officer
Brandon Porter, Director of Custodial and Maintenance
Anston Shockley, Director of Purchasing

A. Purpose of Agenda Item:
☒ **Action needed** ☐ **Information only** ☐ **Receive input**

B. Authority for This Action:
☒ **Local Policy:** ☐ **Law or Rule:** ☐ **N/A**
CH – Purchasing and Acquisition

C. Goal or Need Addressed: Maintain clean, safe facilities

D. Summary:
☒ **Previous board action relating to this item:** February 2023: Staff originally discussed the custodial staff augmentation concept with the Board. June 2023: The Board approved a one-year contract with up to four one-year renewals with ABM for services at Johnson High School. June 2025: The contract was amended to include custodial labor services for Ramage Elementary School.
☒ **Future action anticipated:** Staff recommends discussing custodial staff augmentation for future High School 4.
☒ **Background information:** Currently, ABM provides custodial labor for approximately half of Johnson High School and all of Ramage Elementary School. Prior to bringing this forward for consideration, we conducted a pilot study to determine if outsourcing was a viable option.

For this current solicitation, we received fourteen (14) responses. We focused on the top five responses initially, then asked for a best and final offer from the top three vendors, Star, CCS and ABM, comparing major terms such as salary, sick time, and vacation.

At this time, we recommend continuing the Custodial Services Contract with ABM with the following highlights:

- Hays CISD team maintains day shift in most cases.
- Hays CISD supplies, chemicals, paper, and plastic goods and equipment are utilized with no mark-up.
- Outsourced shift is generally set for 3:00 p.m. to 11:00 p.m. with a focus on cleaning and sanitizing the student areas and clean up after facility-use events.
- The vendor has a benefit package which may attract a different applicant pool due corporate growth potential.
- Vendor provides uniforms, management, training, background checks, job specifications, and a quality control program.
- Vendor works 260 days and has a summer cleaning program
- Vendor is potential source for facility use and emergency clean-up labor

E. Comments Received:
☒ **Cabinet** ☐ **DLT** ☐ **FBOC** ☐ **Teacher Org. Reps.** ☐ **Other:**

F. **Administrative Recommendation**: Staff recommends approval of the agreement

G. **Fiscal Impact and Cost**: $3,039,256.00

Johnson HS: $285,131.67
Ramage ES: $315,483.96
Annual Estimate: **$600,615.63**

☒ **Budget** ☐ **Bond** ☐ **Grant/Special Funds**: ☐ **Other:**

☐ **Budget Amendment Needed**

Prior Year Spending for this item/service: $747,727.00
Bid / Contract Information: RFP 18-062602AS Custodial Services
Reasons for rejecting alternatives:
Future/Ongoing:

H. **Monitoring and Reporting Time Line**:
Person responsible for evaluating this decision or action:
Evaluation method and timeline:
Next report to the Board:

I. **Suggested Motion:**

I move that the Hays CISD Board of Trustees approve a contract with ABM for staff augmentation custodial services at Johnson High School and Ramage Elementary School for an amount not to exceed $3,039,256.00, and authorize the Superintendent to negotiate a satisfactory contract, as presented and discussed.