

Cedar Hill Independent School District BOARD OF TRUSTEES

Meeting Date: March 4, 2019

Presented by: Dr. Billy Snow, Superintendent of Schools

Subject: Substitute Outsourcing Through
Education Management & Staffing Solutions (ESS)

Information

BOARD GOAL:

Recruit, develop and retain highly qualified employees in an environment that embraces diversity.

BACKGROUND INFORMATION:

The CHISD Human Resources department will begin to use ESS to process and manage the substitutes in CHISD. The use of ESS will produce/provide the following for CHISD:

- Increased fill rate
- Substitute training
- Weekly pay for substitutes
- Continuous proactive recruiting
- In-depth interview process
- Training
- Benefits
- Incentive Program

BOARD ACTION REQUIRED:

N/A

CONTACT PERSON:

Violet Dean, Assistant Superintendent of Human Resources

FUNDING SOURCE:

Local budget