

***Killeen Independent School District
Board Agenda Item Action Sheet***

Date: August 12, 2025

Agenda Item Caption: Consideration of Second Addendum to the Substitute Staff Placement Agreement with ESS South Central, LLC

Purpose of Agenda Item: Action needed

Administrative Recommendation: Move to approve the second addendum to the Substitute Staff Placement Agreement with ESS South Central, LLC, as presented.

Background Information: ESS is a nationally known company that partners with school districts to provide full-service management of substitute systems. On April 9, 2024, the board approved an agreement with ESS to provide substitute placement services. This agreement automatically renews annually until terminated. On September 10, 2024, the board approved an addendum to the agreement to add rates for specialized positions. Both ESS and district staff are recommending a new pay rate structure to be more competitive with surrounding districts, reward substitutes for taking more jobs through the year, and encourage filling teacher assistant positions.

Fiscal Analysis: A substitute pay rate of 1.299 per sub job filled. For example, should the district rate for the job be \$105/day, the district would pay ESS \$136.40.

Regulatory Requirement: Board Policies DPB (Legal) and DBAA (Legal); *Title 19 Texas Administrative Code* 231.1(e), 153.1101(5) and 153.1111(d); and *Texas Education Code* 22.0836

Contact Person for Additional Questions/Information:

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Attachments: 1) Presentation

2) ESS Agreement

3) Proposed Second Addendum to ESS Agreement

Signature Requested: Yes