

BOARD DOWNLOAD

September 27, 2021 Board Meeting

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Adoption of the Agenda

Ark Staffing via Statewide Contract to Provide District-wide School Nutrition Assistant, Custodian and Clerical Staffing Services - ARK Temporary Staffing, LLC not-to-exceed \$4,161,336.

Superintendent Cheryl Watson-Harris:

The superintendent thanked the Board for allowing two very important items to be discussed in order to provide the right resources and support to keep DCSD buildings clean and safe for all students and staff.

Superintendent Cheryl Watson-Harris also addressed the staffing shortage. The superintendent stated that the District is looking at lowest-paid staff members in order to be competitive with other neighboring districts. DCSD is currently doing an analysis and will bring this information to the Board.

Human Resources:

The Division of Human Resources requested the approval of partnership with Ark Staffing for temporary food nutrition assistance, custodial and clerical staffing. The Division of Human Resources is committed to ensuring adequate staffing for all school centers and the District. HR's long-term strategy for staffing includes reviewing salaries for classified employees and to continue offering incentives as part of the [Retention and Recruitment Plan](#), particularly during a pandemic and with a national labor shortage, this request is critical. HR has carried out multiple interviews in hiring events, participated in external job fairs, and partnerships, plus launched an incentive program, so that schools have the support and immediate relief they need. DCSD currently has 69 custodial vacancies, 55 food service vacancies, and 28 administrative support vacancies.

Ark Staffing is an annual contract, which would provide 50 food service personnel, 30 custodians, and 30 clerical staff.

The Division of Human Resources will continue to aggressively recruit. DCSD has an incentive plan and hopes that the plan will attract candidates to our District.

Operations:

Facilities Maintenance Services Contract Extension Approval - Services Solutions (SSC) not-to-exceed \$5,660,252 for an additional year.

Scope of work: SSC is responsible for preventive maintenance. Examples are checking generators and doing repairs and water heater repairs, etc.

Boyd: 90% of corrective maintenance is done by DeKalb County School District. The rest of preventive maintenance is done by SSC.

Boyd said, "Relationship with SSC has always been good."

The extension period will be for one-year and will be effective Sept. 20, 2021, to Sept. 19, 2022. This one year contract will ensure there will be no lapse in service and allow the District sufficient time to hire employees, therefore, eliminating the need for this service. There is a 30-day notice to cancel the service.

Boyd: There will be an overlap between getting the staff that we need, and having SSC on board as well.

Voting on Ark Staffing

The Board did not approve to partner with Ark Staffing via Statewide Contract to Provide District-wide School Nutrition Assistant, Custodian and Clerical Staffing Services - ARK Temporary Staffing, LLC not-to-exceed \$4,161,336.

Voting on SSC

The Board does not approve Facilities Maintenance Services Contract Extension.