

ESI Partnership

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Why we partner with ESI

Tucson Unified School District currently uses two of the four services offered by ESI



1. To offer our retirees an opportunity to return to work after an ASRS retirement.



2. To enrich and extend our sub pool and save \$\$ on sub costs.

Post Retirement Employment Opportunity - PREO



PREO allows employees to retire through the Arizona State Retirement System (ASRS), receive their pension check, and immediately return-to-work in their same capacity.

Tucson Unified School District currently has 274 retirees working at TUSD under the ESI Retire-Rehire program.

Our return to work retirees fill many different positions including teachers, counselors, bus drivers, nurses, crossing guards, speech clinicians, school administrators, and many others.

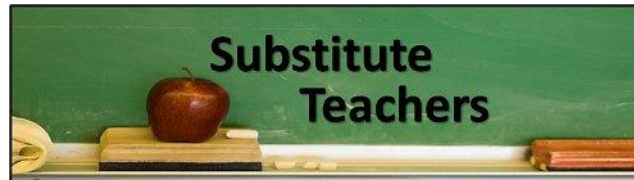
Substitute Services



Tucson Unified School District partners with ESI to maintain a pool of over 700 subs.

ESI saves the District \$\$ & provides overall employee management to our sub pool by:

- Verifying, collecting, and monitoring background investigations, certifications, fingerprint cards, etc.
- Managing employee relations, terminations, crisis management, and unemployment claims.
- Providing us with detailed program analytics on fill rates, retention, and recruitment.



Advantages of ESI Partnership for TUSD

We have access to a larger and richer pool of subs:

- Several other districts contract with ESI to hire their subs. For subs, this means they can take jobs at multiple districts while having the benefit of working for a single employer. Currently 6 of the 10 largest districts in AZ outsource their sub services through ESI.

It provides us with more efficient hiring:

- ESI is in the business of subs, allowing them to conduct more interviews, make more hires, and manage more frequent orientations.

We have access to expanded recruiting and retention opportunities:

- ESI positions are posted on national and local job boards, at local universities, and other media outlets enabling the District to concentrate its time and budget on the recruitment of teachers.
- ESI uses appreciation based ongoing recognition programs and substitute of the month campaigns as part of their retention practices.

ESI provides TUSD with a dedicated recruiter who is stationed on-site to assist with substitute management.

Advantages of ESI Partnership for our Subs

As ESI employees, our subs have access to several online training and professional development opportunities such as:

- The Sanford Inspire Program; Substitute Success 7
 - This program offers on-demand professional development designed specifically for substitute teachers
- The Global Compliance Network
 - Health and safety training with an online catalog that meets state and federally mandated compliance standards

As ESI employees, our subs can work for multiple school districts and benefit from a single employer:

- Subs can accumulate more hours toward ACA eligibility
- Subs have a more diverse selection of jobs with multiple districts
- Subs have a single point of contact, one paycheck each period instead of many, one W2 at year end, etc.

Professional liability coverage and resources through Arizona Professional Educators (AZPE)

Since partnering with ESI for our Sub Services we have...

Raised our Sub Rates

- The sub daily rate from \$92 to \$100
- The sub long term rate from \$107 to \$125
- Added a hard to fill rate for our L25 schools of \$135

Reduced our Long Term Sub usage

- 15/16 - 150 long term subs
- 17/18 - 79 long term subs

Reduced our sub office staff to 1 employee

