

ESI Employment

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TUCSON UNIFIED
SCHOOL DISTRICT

esi EDUCATIONAL
SERVICES, INC

Function of ESI

Arizona Statute 37-766.01 states:

- A. *Notwithstanding section 38-766, at a retired member's election, a retired member may return to work and still be eligible to receive retirement benefits if all of the following requirements are satisfied:*
- 1. The retired member terminated direct employment with an employer at least three hundred sixty-five consecutive days before returning to work.*

Gross Wages Paid 2015-2016 SY

Wages & Liabilities Paid by Job Classification

Classification		Wages Paid
PREO Administrators		\$1,160,602.78
Certified PREO Employees	+	\$8,401,649.77
Classified PREO Employees	+	\$1,925,359.60
Substitute Employees	+	\$6,734,564.24
Administrative Fee	+	\$588,296.81
Purchase Order Total		\$18,810,473.20

Insurance Cost Analysis

2015/2016 School Year

# of FT benefit eligible PREO employees		254
# of FT benefit eligible Substitute employees	+	156
Total FT benefit eligible employees		410
TUSD benefit cost per FTE	x	\$5,385
TUSD benefit cost avoidance (if employees were hired directly) by TUSD		\$2,207,850
20/20 ASRS contribution avoidance	+	\$248,626
Cost Avoidance Total		\$2,456,476

Substitute Analysis

Number of Current
Substitutes

841

Number of New
Substitutes Hired

310

Number of New
Substitute Applicants

646

Fill Rates

2014-2015

80%

2015-2016

88%

Advantages of Rehiring Teachers as District Employees

- Increase in experience
- Fill critical vacancies
- Eligible for 301 and performance pay

Satisfaction Analysis



Employee Satisfaction with ESI

-  96% Reported a level of satisfaction with ESI's customer service
-  99% Reported that their pay rate and time was accurate and paid timely
-  98% Reported that their payroll questions were answered in a timely manner
-  96% Reported that their perception of ESI has improved since their hire date.