

“Guidelines for Conversation” and Q & A

ON FRIDAY, MARCH 8 BEFORE 2 P.M.:

- 1) Review the “Letter to Custodial Staff” with your head custodian and refer to the Q & A below to find answers to any questions you expect to hear.
- 2) Working with your head custodian, distribute the “Letter to Custodial Staff” to custodians face-to-face. Gathering the team for a brief meeting may be the best method. Use your judgement, but with the intention of delivering the information face-to-face.
- 3) Be honest. We do not have all the answers yet. You are welcome to collect any questions you cannot answer and send them to RFPQuestions@sdhc.k12.fl.us

Q & A

Subcontracting / Private Company – what's that mean?

- The district would use a private business for custodial services. Custodians would work for an outside company, and not the school district.
- Private company employees would go through the same background check process as district employees

What about my job?

- **We are only exploring this right now as a possible option**
- If a change does happen in the future, current custodial employees would be able to continue in their current role through end of the 2019-2020 school year.
- In other school districts that have subcontracted custodial services, more than 80% of the private company’s employees have been custodians who came from the school district and kept working in very similar jobs.
- Custodial employees would be able to stay in another job within the district for which they are qualified (*such as Transportation, Student Nutrition Services, other support roles, etc.*).

Why now?

- We respect our employees, so we are sending this message to be transparent, even though no decision has been made
- Florida’s education funding ranks 44th out of the 50 states
- We’ve reduced more than 20% of our administrative staff in the past three years
- The Gibson Report (the result of a study from 2015-17 to find ways for our district to operate better) found subcontracting custodial services could save our district millions of dollars
- Savings could be used for many needed expenses; we need to make sure we’re maximizing how our limited dollars impact students.
- Referendum money can’t be used for custodial or teacher salaries—only for building repairs and capital projects

Some unknown items – these would not be known until we receive bids from potential subcontractors

- Would the HSEF union still represent custodians at a private company?
- Future pay with private company?
- Future benefits with private company?
- Retirement benefits?