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Dear Custodial Staff,

**I want you to know that we are listening.** We have heard valuable feedback from our custodians, the HSEF union and other members of our Hillsborough County Public Schools team. I recognize that over the past few weeks some of you have been feeling worried.

Before we consider any changes to our custodial services, Superintendent Eakins will:

**1) Work with HSEF to create a proposal for centralizing custodial services**

- This proposal will be reviewed and compared to all other options before any changes would be considered for custodial services.
- “Centralizing” would mean custodians stay as our district employees, with district-provided benefits, and we look for new ways to be more efficient.
- It is this option—centralizing custodial services—that the Gibson Report found could save our district millions of dollars. We are in the very early planning stages to pilot this option in Areas 1 and 2.

**2) Create a panel of people from all over our district, at all different levels**

- This panel will help district leaders to hear directly from our custodial team.
- It will explore ways to make sure our custodial services are the best they can be.
- It will help us all work together toward the final goal we all want: supported custodial employees delivering high quality services to our schools and district sites.

As we have said, we also are asking outside companies to tell us what the option of subcontracting or privatizing services would look like. **But before Superintendent Eakins would bring any recommendations to our School Board, he understands he needs more information about other options.**

We are committed to exploring all options and to keep listening to you, our team. Thank you, and we will continue to keep you informed of our progress.

Chris Farkas, Deputy Superintendent for Operations