Agenda Item Details

Meeting	May 12, 2026 - School Board Meeting Agenda 6:00 PM
Category	M. Consent - Human Resources
Subject	4. Approval to Piggyback Orange County Public Schools RFP No. 2210345 – Substitute Teacher Services
Type	Action (Consent)
Fiscal Impact	Yes
Dollar Amount	19,000,000.00
Budgeted	Yes
Budget Source	Up to $19,000,000.00 will be funded from budgeted Human Resources funds. This agenda item is specifically for the approval of the piggyback. Funds will only be expended within the existing resources of the applicable location.
Recommended Action	Approval to piggyback Orange County Public Schools RFP No. 2210345, for Substitute Teacher Services, awarded to Kelly Services, Inc., in Orlando, FL, with a local office in Fort Myers, FL, for the period of July 1, 2026 through June 30, 2027, for up to $19,000,000.00, with an option to cancel if deemed to be in the best interest of the District. Approval authorizes the Superintendent to execute all related documents.

Orange County Public Schools RFP No. 2210345, for Substitute Teacher Services, was awarded to Kelly Services, Inc., in Orlando, FL, with a local office in Fort Myers, FL, for the period of July 1, 2023 through June 30, 2026 and renewed through June 30, 2027. This contract will provide a reliable and efficient way for our District to manage teacher absences by bridging the gap between classrooms and qualified substitute teachers effortlessly. Kelly Services, Inc., will connect qualified substitute teachers with our schools to ensure minimal disruption to the learning environment. Kelly Services, Inc., has a large pool of guest teachers, allowing them to quickly find suitable replacements for any grade level or subject area. This will ensure that our schools are maintaining a consistent and effective learning environment even when their regular teacher is out. Kelly Services, Inc., will also handle all the administrative tasks associated with hiring guest teachers, including screening and vetting potential candidates, ensuring they meet the necessary qualifications and background checks required. This in turn will save the District time and resources, allowing our District to focus on providing quality education to our students.

It is recommended the Board approve this piggyback, for up to $19,000,000.00, for the period of July 1, 2026 through June 30, 2027, with an option to cancel if deemed to be in the best interest of the District.

[Contact person: Dr. Shanna Johnston, Chief Human Resources Officer]

Motion & Voting

Approved as part of the Consent Agenda.

Motion by Samuel Fisher, second by William Ribble.
Final Resolution: Motion Carried
Yea: Samuel Fisher, Melisa Giovannelli, William Ribble, Debbie Jordan, Armor Persons, Jada Fleming, Vanessa Chaviano