
TIPTON COMMUNITY SCHOOL CORPORATION
MEMORANDUM

TO: Board of School Trustees

FROM: Kevin Emsweller, Superintendent

DATE: 05/07/2020

RE: **ESS Substitute Finder Service**

We have finished the first year using WillSub (ESS Subfinder). In looking back, we have been very satisfied with their service and would recommend continuing for next year.

Like any new program, there was some initial stumbling. After the first three months, things began to stabilize. Any problems that exist are the same problems we had for years, especially with not filling all vacancies, sometimes getting a sub that we chose not to call back, and sub candidates not completing all the requirements before being added to the list. Those things will never change.

From the administrative side, it has taken considerable responsibilities and time from our office staff – which was one of the benefits. Our regional contact person has been very responsive whenever we have called. We are aware of their ongoing recruiting efforts. During the school closures this spring, substitutes was one group of employees we did not need to worry about – including paying unemployment benefits.

Last year when we entered the agreement with WillSub, we outlined the potential advantages to using this service:

- ESS would provide more training and mentoring than we are able to provide.
- They would provide a wider geographical net in attracting substitutes.
- They would have an ongoing effort to recruit qualified substitutes.
- They provide benefits, including Workers Compensation Insurance.
- By providing benefits, TCSC would not have to track the hours/week to stay in compliance with the Affordable Healthcare Act.
- They have a proven track record of have a higher "fill rate."
- They offer software like the current AESOP without the added cost.

It is felt that WillSub has met these expectations. It is recommended that TCSC extend its agreement with ESS to provide substitutes for TCSC for the 2020-2021 school year (July 1, 2020 – June 30, 2021).