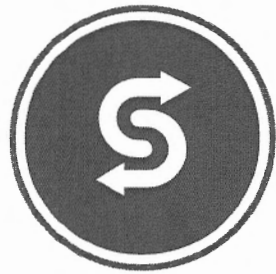


Lake Havasu USD Governing Board Presentation

Thomas Hancock and Chip Teetsel

March 14, 2017



SubSource
A Program of **esi**

esi EDUCATIONAL
SERVICES, INC

Retain Experience. Reward Excellence.

Who is ESI?

- ESI is an employee staffing company founded in 1999 by three retired educators
- We work with 100+ Arizona school districts, colleges, cities, and towns
- We employ more than 4,000 teachers, administrators, substitutes, and classified staff across the state of Arizona
- Dedicated staff of 20 team members



Our Offices



Corporate Office
(Scottsdale)

Tucson Office

Retain Experience. Reward Excellence.

Staffing Programs



RetireRehire
A Program of **esi**

Founder and leading provider
of return-to-work staffing in
Arizona

\$311 medical rate for 2017-
2018 contracts



FlexTeach
A Program of **esi**

National teacher recruiting
program

Recent coverage:

Arizona Republic

Education Week

ABC15 News



SubSource
A Program of **esi**

Recruiting & Retention

Human Resources Support

Professional Development

Sub Wellness

Legislative Compliance

Experience

- More than **2,800** active substitutes in 2016-2017 school year
- Processed more than **180,000** sub days since 2014
- Provide sub staffing for **more than 20** district clients
- Experience with **multi-district consortiums**
- Proven systems ready to deploy
 - Customizable application system
 - Online onboarding
 - Fully-integrated payroll and invoicing system
 - Aesop user license

Our Solution



Recruiting & Retention

Recruiting

- Job postings featured on national and local job boards, at local universities, and other media outlets
- Onsite job fairs advertised and facilitated by ESI
- Customized marketing materials that can be sent out within the school community
- Job pools that can be created and used in geographically similar districts
- Dedicated recruiter(s) working with the district
- National recruiting efforts for permanent classroom teachers (FlexTeach)

Retention

- Substitutes-of-the-Month and appreciation-based campaigns
- Incentive-based programs and contests
- Monthly outreach calls to gain feedback and to thank substitutes for their service in the district



By the Numbers

1 YEAR

The average student will spend a full school year with a substitute once they complete their K-12 career.

980

Currently 980 vacancies are filled by long-term substitutes.
(ASPAA survey, August 2016)

1,831

1,831 vacancies are filled by positions using alternative methods that don't meet standard teacher requirements.
(ASPAA survey, August 2016)



Are you 1:3?

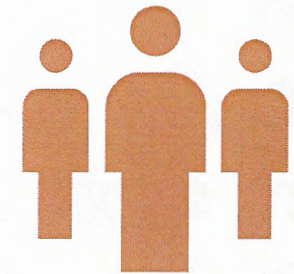
Data shows that one substitute teacher for every three teachers will result in optimum fill rates.*

* Based on research from Frontline Technologies Group.

Retain Experience. Reward Excellence.

Human Resources Support

- Employee Relations
- Crisis Management
- Program Analytics
- Compensation Consulting



Professional Development

Achieve More with the Substitute Success 7 Online Series

It's the gateway to professional development as a substitute teacher

While a student's work ethic in the classroom is a key contributor to his or her success, the teacher's ability to inspire students plays an equally important role. Through our partnership with the **Sanford Inspire Program** of Arizona State University, we have developed **Substitute Success 7**, a series of their On-Demand Modules. It's a FREE series of online, on-demand modules designed specifically for substitute teachers.

Take advantage of courses such as "Building Relationships with Students," "Basic Proactive Classroom Management", "Giving Effective Praise" and more.



Onsite Training Sessions

- 90-minute face-to-face sessions focused on each of the Substitute Success 7 modules
- Research-based strategies to extend the learning from the online modules to the classroom
- Reflection and strategy discussion from previous sessions to connect substitutes to their peers and focus on classroom success

Classroom Observations

- Informal walk-throughs of daily and long-term substitutes
- Classroom observations and feedback for daily and long-term substitutes
- Written feedback provided to the district's Human Resources department and the substitute teacher
- School site, school office, and teacher lesson-plan observations to provide feedback to the district to increase each substitute's professional experience

Sub Wellness

Educational Services, Inc. recognizes that when we invest in our employees, they'll likely invest in us. That's why we provide attractive fringe benefits that make our employees feel valued. In turn, we find that this promotes employee retention, loyalty, and job satisfaction. More importantly, it boosts employee morale and overall job performance.



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Legislative Compliance

Are You **Protected** Against
New Legislation?



ACA Compliance

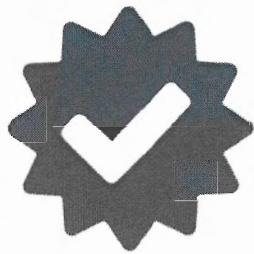
Proposition 206

Workers Compensation & Unemployment

Indemnification

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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.

Contact Us

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Questions

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