



SUFFOLK
PUBLIC SCHOOLS

#SPSCreatesAchievers

Resourcing for Efficiency and Effectiveness

Wendy K. Forsman
Chief Financial Officer

Terry Napier
Director of Facilities and Planning

#SPSCreatesAchievers



Suffolk Public Schools

Custodial statistics

- ★ 24 of 118 Custodians have been hired in the last year (21%)
- ★ 27 instances of FMLA or Intermittent FMLA for fiscal year 2023-2024
- ★ 5 reliable substitute custodians are currently willing and available to work for SPS
- ★ Difficult to recruit despite job fairs, signage on vehicles and website openings
- ★ Buildings are struggling with having enough staff to effectively clean
- ★ Principals spend too much time coordinating custodial help



Need for a change.....

- ★ Is there a way to increase the pool of custodians ready to work?
- ★ How can we get our buildings to be consistently cleaner?
- ★ What are the expectations of our principals with regard to custodial work?
- ★ How can we better manage the training of custodians and get flower beds, PTA meetings, after hours events, AND cleaning of the building done?
- ★ Equipment costs, janitorial supply costs, and recruiting custodians is becoming more expensive.



Need for a change.....

- ★ Tasks that were grounds work have been taken away from custodians by utilizing HES Groundskeeping.
- ★ Many SPS custodial staff pushed back on outdoor work and thusly created custodial vacancies.
- ★ How does SPS retain custodians who will have to work almost 40 years to be fully eligible for retirement and are required to pay 9% into their retirement?



Discussions with Principals

Elementary Schools :

- > Cleanliness of the buildings
- > Covering the cafeteria during lunch hours
- > Setting up and taking down after parent engagement/PTA meetings

Secondary Schools:

- > Covering the cafeteria during lunch hours
- > Athletic and after hours/Saturday events



Principal to Principal Meetings: Asheboro County and SPS

SPS Principals were given the opportunity to meet with and ask questions of Principals in Asheboro County Public Schools who have participated in this program for more than 3 years.



Recommendation:

Resource custodians and substitute custodians from a cooperative contract through HES Facilities Management Resourcing Contract

Cost will include:

Recruitment of new staff and staffing of substitutes

3 Zone Supervisors

Training for all custodians

Purchase of equipment (beginning 2025-2026)

Purchase of all janitorial supplies (after SPS supplies are depleted)



Recommendation:

ALL SPS Custodians will have the option to remain Suffolk Public Schools employees or become HES employees.



Recommendation:

Schools with GREATER than 850 students will have 3 daytime custodians

Schools with LESS than 850 students will have 2 daytime custodians

ALL non-daytime SPS custodians will work directly **with** HES to accomplish cleaning the building



Recommendation:

The daytime custodians will be responsible for the general task list as attached to this report.

Custodians would wear the same uniform HES employee SPS employee.

Expectations of all custodians would be clearly communicated and monitored and training would be through HES.



PRO'S

- Principals still have daytime custodial attendants for their needs
- More direct custodial supervision – three zone supervisors
- Better purchasing power for janitorial supplies and equipment
- Equipment is paid for over 5 year period
- Recruitment and onboarding done by HES including Substitutes
- Training provided by HES
- Uniforms provided by HES



PRO'S

- More Efficient/Cost Effective way of handling resources

Savings of \$8,500 for every custodian hired directly

HES will match raise given by SPS annually

Schools will be cleaner and company held accountable for cleanliness of the buildings –increased uninterrupted cleaning time with evening shifts

National Company with opportunities for advancement that currently do not exist within SPS



Con's

Transition will have issues that need to be addressed – all change has adjustments

Control of cleaning is dually managed by SPS and HES

-SPS is in partnership with HES to manage the cleaning of our buildings -
Management/Principals do not see this as a bad thing since HES *specializes*
in cleaning of Facilities



Questions?

#SPSCreatesAchievers

#SPSCreatesAchievers



Suffolk Public Schools

Costs

Initial 6 months with up to 14 vacancies - Total Cost savings:

\$71,060

Over one Fiscal year with up to 24 total vacancies - Total cost savings of :

\$95,336

NOTE: See attached details

