



"Your kid throws up a lot."

Is Outsourced Cleaning Right for Your Community?

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What we will cover

- Why
- Pros and Cons of both
- Health & Safety
- How
- Resources

Why?

MORE WITH LESS...

- Budget Cuts
- Evaluating every penny spent

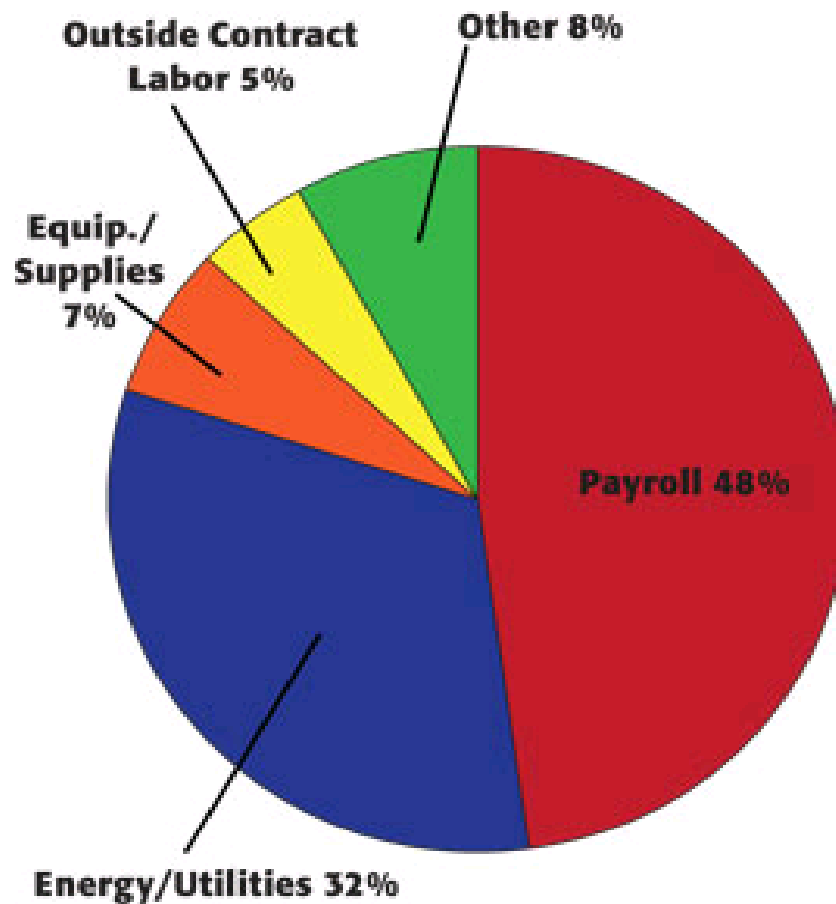


National Top Three Privatized

- Maintenance/Cleaning
 - Transportation
 - Food Service
-
- Typical savings of 12% - 25%

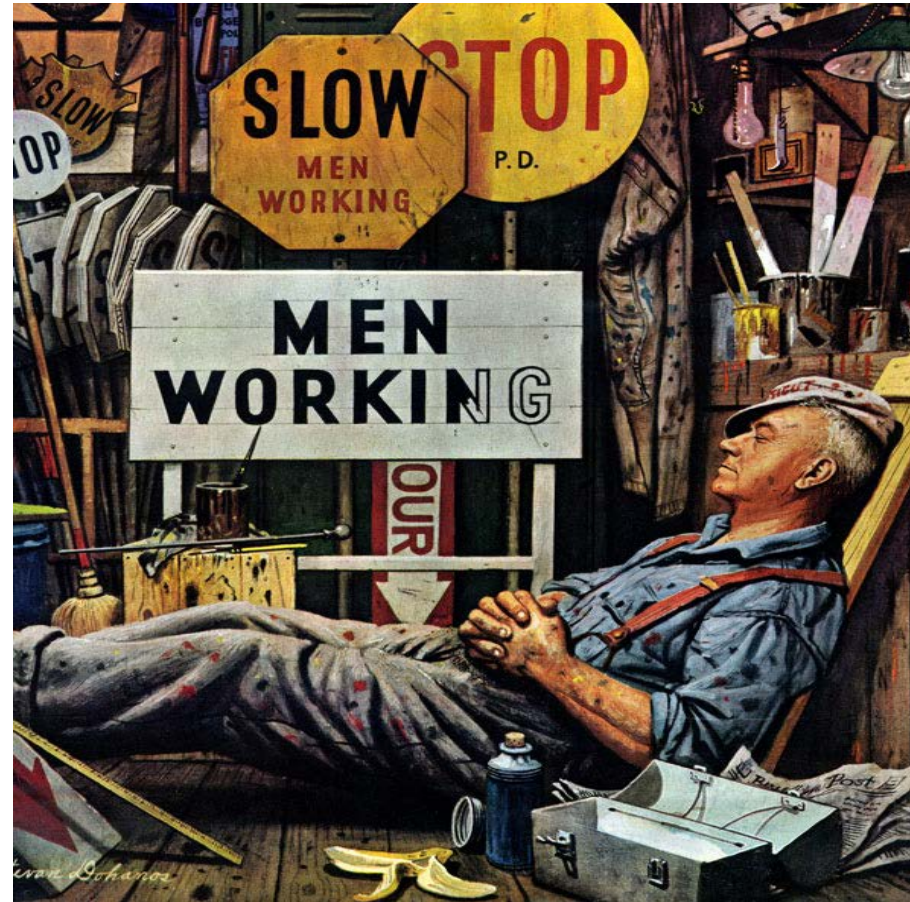
Labor

- 70-90% of contract bid is labor
- Employee benefits \$12-15K per person



PERFORMANCE

- Public Perception (right or wrong)
- Pride in Ownership
- Lack of Expertise
- Lack of Training
- Lack of Supervision
- Good enough.....





You are already doing it

- Facilities Contracts
 - HVAC, Electrical, Plumbing
- Educational specialists
- Special Education support services
- Transportation/Food Services
- Legal Services/Attorneys
- Design Engineering Services
- Solid Waste/Recycling

Contract vs. In-house Cleaners

Benefits of outsourcing:

- Significant cost savings
- Transfer responsibility
 - Personnel issues
 - Accounting/payroll/purchasing
 - Training
- Cleaner buildings *
- Productivity *
- Focus on Core Mission
- Reduced capital purchases
- Flexibility (project staffing)

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Things lost by outsourcing:

- Pride in Ownership *
- Security
- Flexibility (emergency response)
- Stability
- Turnover
- Institutional Knowledge
- Emotional connection

How?

- Evaluate
 - Is it the right fit for your community
 - Examine all possible considerations (financial, emotional, pros, cons...)
 - Know your internal costs and staffing needs
 - Benchmark successful communities in your region
 - Through Attrition or Layoffs
- Fully Outsourced
- Modified
 - In-house support services (day to day interaction)
 - Outsourced night cleaning
- Bid spec.
- Oversight/ Supervision

Consider Health and Safety

Cleaning for Health



SICK EMPLOYEES

ARE COSTING YOU MONEY [¢]



UNPLANNED ABSENCES CAUSE WORKPLACE PROBLEMS



HOW DOES CLEAN EQUAL GREEN?

School Safety



Making it work

- Strength of contract- leave yourself and out if service levels drop and contingency plan for bridging the time without service
- Communication with contractor and Schools(owner)
- Limit Liability
- Liquidated damages
- Owner supervision- verify you are getting what you pay for
- Budget; every year run the numbers to verify savings and efficiencies

Stories from Schools

Good

- Sharon Schools, MA
 - Sharon Schools-bad
- Town of Shrewsbury, MA
- State of Michigan
- MA Gov't Buildings
 - Work Inc.

Bad

- Canton Schools, MA
- Whitman Hanson Schools, MA
- Watertown Schools, MA

Stories to consider...

Biiftu Duresso
2015 Valedictorian
Rochester N.Y.



Janitors hope to sweep graduates off their feet



Associated Press

Commencement speakers — Janitors Bob Rivera, left, and Peter Yates stand with their cleaning equipment last week at the Kingswood Regional High School in Wolfeboro, N.H., where they will be delivering the commencement address to the school's 130-member senior class later this month.

By **MIKE RECHT**
Associated Press Writer

Wolfeboro, N.H. — Bob Rivera and Peter Yates may be the only commencement speakers in history who have to clean up after the ceremony.

After all, graduation day is a working day for the janitors at Kingswood Regional High School.

The senior class in this summer resort town passed over traditional speakers in favor of their big-hearted, prank-pulling custodians.

"If they see someone in a bad mood, they'll pull them aside and ask what's wrong," said Shannon Stickney, the class president. "They probably can name every kid in the school," which has 630 students.

Rivera, 36, and Yates, 33, said they were honored.

"It's nice to know they don't just think of us as janitors," Rivera said. "We feel more like caretakers here. I feel really special right now."

"It's a step up for janitors," echoed Yates.

Quick clothing change

And they were unfazed by the logistics.

"On our break, we'll change into our suits," Rivera said. After their brief speeches, they'll jump back into their dungarees, ready for two or

three hours of cleanup after the ceremony.

Principal Brian Berkowitz said he wasn't surprised the custodians were selected for the June 15 commencement because students at the school have always been slightly off-center.

At last year's graduation, each senior handed Berkowitz a marble as he doled out diplomas and the last student handed him a jar "so I wouldn't lose all my marbles."

Look beyond the name tag

Stickney acknowledged that some of the 130 seniors at first didn't like the idea of custodians speaking at their graduation.

"That feeling has changed," he said. "Now, they're looking at the person, beyond the name tag."

Senior class adviser Tresa Livernois said she hasn't heard any complaints about the selection.

When told they were picked, "at first I was a little skeptical," Rivera said. "We play so many jokes on people around here I didn't know if it was serious."

The two have tied down a guidance counselor's desk outside his office and thrown water balloons at students after an honors ceremony.

The assistant principal once drove away unknowingly with one of their signs on the back of his car: "Sticks and stones may break my bones, but

whips and chains excite me."

"There's a saying around here that we've spent more time in the principal's office than the kids," Rivera said.

Both plan to deliver serious speeches. Rivera, who comes from Boston and lives in Tuftonboro, writes a humorous column, "Custodial Corner," for the school newspaper.

Yates, a Buffalo, N.Y., native who lives in New Durham, said he's "a little nervous." Rivera's main concern is "being too emotional." Yates arrived at the school four years ago, the year before Rivera.

Rivera and Yates have been getting public speaking pointers from the English Department.

On June 14, the day before graduation and after students leave for the day, the two plan a private dress rehearsal.

But they first have to set up the stage, put up the rope barriers, clean the field and make sure electrical equipment works for commencement.

Yates plans to speak for about three minutes and Rivera about 10. Neither Yates, Rivera nor Berkowitz could remember who spoke at their high school commencements.

"I just remember he spoke too long," Yates said.



Happy retirement, Bernie!

Taunton students send off beloved custodian in style





Respect families respect workers
in North Kingtown
SAY NO to Privatization and NO to CCA

We  love our Custodians

Mr Tom makes our school a Better Place!

Respect families respect workers
in North Kingtown
SAY NO to Privatization and NO to CCA

Other stories...

Armadillo Technical Institute
Public Charter Schools
Phoenix, AZ.



You Can't Do That!

ARTICLE XXVIII

Just Cause

No employee shall be disciplined or discharged except for just cause.

ARTICLE XXIX

Work Jurisdiction

All work presently performed by bargaining unit employees shall continue to be performed exclusively by bargaining unit employees in all buildings used by the School Department.

ARTICLE XXX

Miscellaneous

- A. The School Department will use Senior V and Senior VI custodians on a rotational basis to fill in for the Facilities Operations Manager on those occasions when: (1) the Facilities Operations Manager is absent, and (2) the School Department wishes to have the Supervisor's duties performed.

Oh Yes I Can!

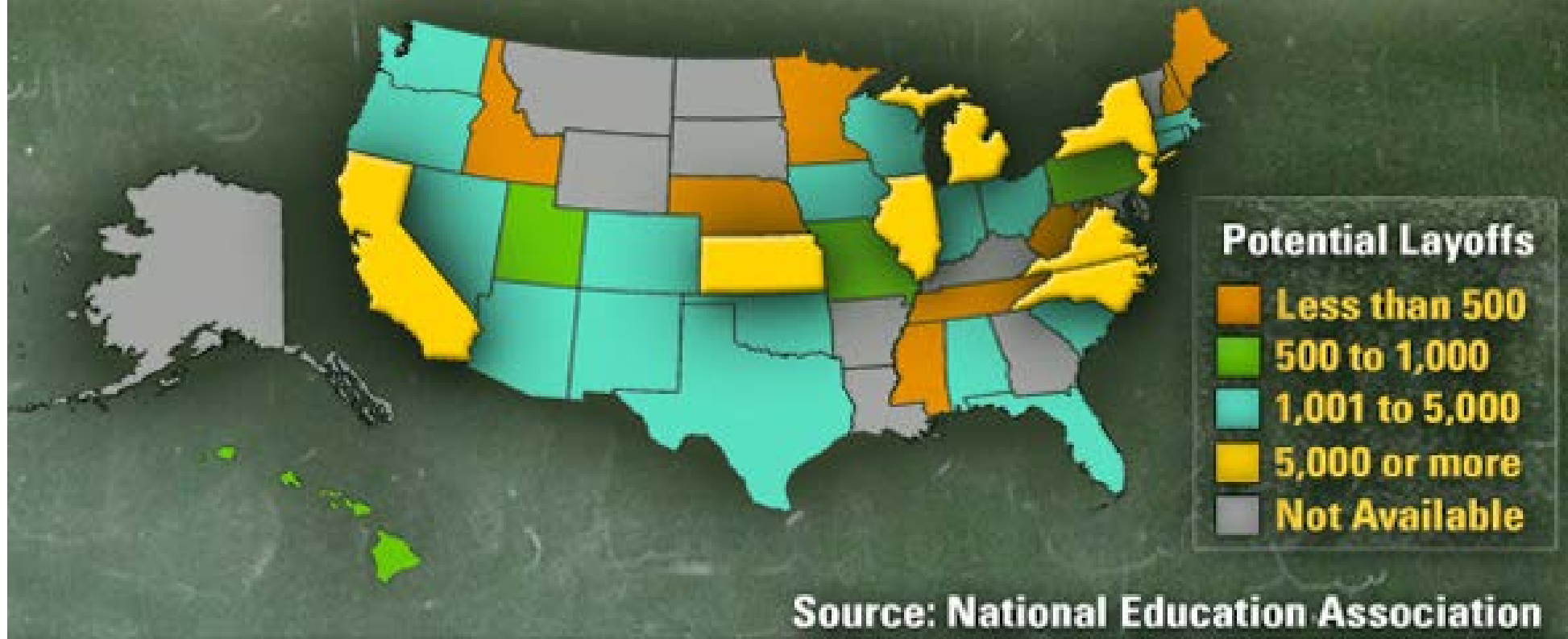


<http://www.mass.gov/anf/hearings-and-appeals/decisions/civil-service-decisions/layoff-appeals/>





POTENTIAL TEACHER LAYOFFS



Source: National Education Association

Local Labor Costs

In-house:

- Arlington Schools:
 - Sr. Bldg. custodian \$21.32 -25.95
- Town of Norwell:
 - Part time: \$16.58
- Sharon Schools:
 - Head Custodian: \$19.15
 - 2nd Shift: \$18.46

Private sector competition

- PHC Cleaners (Waltham):
 - Office Cleaner: \$12.50
- Tri-M Janitorial (Easton):
 - Part time: \$12
- Aircraft Cleaner(Boston/Logan):
 - Detailers/cleaners: \$11.75-13
- YMCA Greater Boston:
 - Custodian: \$10-12

Newton Public Schools Study Findings:

1. Many of the schools are below widely-acceptable quality standards for K-12 districts
2. In-house program can improve with specification changes and improved management tools. Savings are unlikely
 1. Per employee costs are high vs. local SEIU 615 costs
 2. Current program somewhat understaffed
 3. In-house program lacks best-practices regarding documentation, cleaning specs, training and standardization
3. Out-sourcing: would allow for an increase in staffing levels and provide savings
4. Out-sourcing would save \$1M to \$3M annually

Review

- Why
- Pros and Cons of both
- Health & Safety
- How
- Considerations

Questions?

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Resources

Michigan ASBO <http://www.msbo.org/>

<http://www.schoolpurchasingpages.org/scriptcontent/index.cfm>

Let Them Learn. Outsourcing to Fund America's Classrooms.
(Smith Weaver Smith, 2012 Whitepaper)

<http://www.educationindustry.org/assets/documents/KnowledgeCenterDocs/2012%20let%20them%20learn%20%20outsourcing%20whitepaper.pdf>