Save up to 30% of your employment costs, without cutting quality of service

Find out what every district needs to know about contract employment programs
School Privatization Survey Shows Growth in Support Service Contracting

Privatization continues to increase in popularity for school districts trying to save money. More Michigan public school districts contracted out in 2009 for at least one of the three main support services — food, custodial or transportation — according to the Mackinac Center for Public Policy’s annual privatization survey. 44.6% of the state’s 553 districts contract with private companies for one or more of those support services, up from 42.4% a year ago. The Mackinac Center has surveyed Michigan school districts since 2001, when 31% of districts contracted out for one of the “big three” non-instructional services.

James M. Hohman & Eric R. Imhoff
Mackinac Center
2009 School Privatization Survey

Educational Contract Employment — the key to successfully saving money on your district’s employment costs without sacrificing the quality of your staff

If you’ve looked for ways to cut costs in your schools, you have found the answer. Outsourcing, Contracting and Privatizing are just a few of the names that people use when describing the practice of utilizing a third party to employ staff members through a private company assigned to a School District. This practice is used to accomplish the district mission of educating students while minimizing the cost to do so.

Save on your district retirement costs. Some states like Michigan otherwise require a 16.94% contribution to a defined benefit retirement system for all district-hired employees

• An administrator making $120,000 per year in a defined benefit pension state along with benefits, would require over $20,000 in pension contributions and another $15,000 in additional benefit costs

• Third Party employees and their employer have no affiliation to any state retirement systems and provide their own retirement benefits

Gain Access to Efficient Technologies and Automated Systems

• With salary, insurance, pension and benefits, each clerical staff member can require $15,000-$65,000 of resources

• Vendor provided automated substitute placement and absence management systems can replace manual processes such as substitute calling

Achieve economies of scale with multi-district and countywide programs facilitated through a third party

• Most school districts operate independently creating competition among each other for talent. This is causing shortages costing $10,000-$100,000 each year with inefficiencies associated with vacancies and recruiting challenges

• Contract employers can pool resources with neighboring districts or countywide creating scalable models of shared services while maintaining local district control
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The biggest problems you will have with most educational contract employers and how PCMI overcomes them all...

experience that pays for itself

Violation of federal regulations and state school code.

Other contract employment vendors may jeopardize your district and not even know it. The repercussions of violating these laws can cost a district thousands of dollars thereby eliminating any planned cost savings and creating a public relations nightmare.

Federal Regulations
Keep your savings in your program instead of worrying about fines and fees of non-compliance with your contract employment relationship. PCMI as a corporate entity has been in compliance with State and Federal regulations for over a decade (is that arm long enough?) including:

- Fulfilling the IRS requirements of an independent contractor
- Passing the IRS economic reality test and the IRS 20 factor checklist
- Immediate eligibility to participate in the PCMI 401(k) retirement savings plan as well as other benefit offerings, which under IRS rules can only be offered to employees of the offering institution (PCMI)
- Submissions of IRS form SS-8, determination of worker status for the purposes of federal employment taxes and income withholding

State & Pension Regulations
Some pension programs could require an individual to pay back dollar for dollar funds earned while out of compliance. The PCMI process ensures:

- Employees have an employment agreement with PCMI, not the district
- PCMI employees report to PCMI for all employee-related concerns

In addition, PCMI human resource management software, Willsub, shows district administrators which PCMI employees are eligible to begin their assignment in real time, ensuring that all employees are fully compliant before working in your school district.

We have passed the test of time and proven ourselves when challenged. Has your contract service provider ever been challenged? Do you want your district to be that test? Our compliance review process will ensure that your district is safe from beginning to end. You may see other references describing educational contract employment programs and IRS compliance with buzz words like "arms-length transactions."
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Hidden costs and surprise charges. Some vendors build price hikes into their contract and hope you never see them. Others try to cancel or modify terms and conditions of a program on a whim. Some vendors also charge training fees, enrollment fees and software licensing fees in addition to their “price.”

the problem

With PCMI, you can be assured that the price you agree to is the actual price – no sign up, enrollment or training fees. A recent trend that has surfaced is most interesting; districts are finding that contracts they signed just a few short years ago have escalated in price beyond acceptable and reasonable practice. We have seen this in many segments including transportation programs, custodial services and substitute groups. Although price is not the only factor in choosing a contract service provider, PCMI has been able to provide a stable pricing structure in contrast to our competitors’ contracts that contain unpredictable escalating price clauses and ever-changing fees and conditions.

the PCMI solution

Some vendors are trying to learn this business and you are the guinea pig. Other vendors may treat educational contract employment as their side business or retirement hobby. How does a company learn the nuances of educational contract employment? Would experience in insurance or other unrelated industries adequately prepare them? You may never know until it is too late.

the PCMI solution

We have seen contract employment companies come and go. Many people enter the field, searching for government dollars and hoping a past experience in unrelated business translates to educational contract employment success. More have tried their hand in educational contracting than have succeeded. PCMI is a company founded by educators, utilizing certified staffing specialists and a dedicated staff of professionals with extensive experience in education, human resources, technology and business management to meet your needs.

PCMI has invested years in cultivating an outstanding range of proven resources and services including:

- PCMI-managed enrollment and orientation meetings
- Internet-assisted enrollment and human resource management utilizing www.pcmiservices.com
- Internet-based training from industry leader Global Compliance Network
- PCMI processing of payroll, unemployment, workers compensation and liability claims relieves the district human resources and administration
- Automated calling system with our proprietary program, Willsub
- PCMI provides our employees with voluntary benefits from Blue Cross Blue Shield, Assurant Health, a range of regional financial institutions, and a 401(k) retirement program utilizing American Funds
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Consider the advantages of a provider that can do more than one thing proficiently.

We assist with all full-time, part-time, substitute and interim staff including:

- Coaches
- Custodians
- Bus Drivers
- Food Service
- Grant Programs
- Special Education
- Central Office
- Clerical
- Social Workers
- Building Administrators
- Guidance Counselors
- Technology
- Summer Help
- Para Professionals
- Speech and Language
- Maintenance
- Daycare
- Mechanics
- Aides
- Substitute Teachers
- Secretary
- Preschool
- Hall Monitors
- Librarians
- Crossing Guards

Ask PCMI about additional service segments.

“PCMI has always been willing to look at our situations and suggest solutions that were win-win for those involved. In addition, PCMI has gone the extra mile to provide services.

When we began working with PCMI several years ago the motive was clearly to save money while retaining the services of employees eligible to retire. That desire has been met as we have been able to utilize the expertise of long-time employees and experience reduced costs. When the program expanded to providing substitute teachers and coaches, we again saw cost savings. Most recently we have been able to solve some overtime issues using PCMI.”

B. Chadwick
Superintendent

PCMI offers a comprehensive cost saving portfolio of services for all segments allowed by school code including full-time, part-time and substitute employment programs.

Our in-house calling system, WillSub, provides you one point of contact for an automated placement system, absence tracking and contract employment service.

We also provide programs for your transportation department through our affiliate, METS – Midwest Educational Transportation Services.

No single provider offers you more program options than PCMI, maximizing school system savings with an all-encompassing contract resource for educational employees of all types. PCMI prides itself in understanding that every district’s needs are different and we have developed solutions that meet those needs.

the problem

Providing patchwork solutions with a limited service offering.

Some vendors are only able to partially address your needs limited to certain employee segments or categories.
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We know there is a delicate balance to providing cost savings through outsourcing programs but with a consultative approach, community acceptance can be provided and here's how:

Hire from the Community
• PCMI orientation and enrollment meetings educate employee groups about program benefits for both the district and the participating employee
• Our goal is to retain as much program experience as possible to improve consistency
• PCMI hires from the community to help keep the local economy strong and members are more accepting of the changes required for district fiscal relief
• NO SIGN UP or ENROLLMENT FEES for the participating employees from your community

Retain Existing Leadership
No vendor knows the needs of your district better than you. PCMI programs utilize existing district leadership to continue program management while maximizing our expertise in contract employment

Offer Competitive Wages & Program Benefits
Beware of vendors that bring in standard rates of pay and cookie cutter solutions. We work with district input to develop a program that accomplishes our cost saving mission while staying competitive with wages in your market and geographic area to retain talent

No. 5

Provide cost savings while completely ignoring community acceptance.

There is more to a program than the bottom line. Eliminating all of the experienced employees out of an existing program is asking for trouble. Some vendors in a variety of segments only see things in black and white, while others only see the green in district program dollars. Educational contracting is a mix of art and science, dollars and sense not just dollars and cents.

Notes

“Our school district has been using the Willsub system for five years now and finding substitute teachers for our building has never been easier. Administration, teaching staff and I committed ourselves early on to learn the system and all it can do for us, to use it exclusively to secure substitutes and we have never been disappointed. There is no comparison to the success rate in which Willsub finds competent subs compared to the ‘old days’ when I used to make all those early morning, weekend, last minute calls.”

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Who can help with the challenges of administrative vacancies?

How do you prepare your staff and students for success when a principal resigns just weeks before the start of the school year? Other contract vendors talk about their administrative contract services but can only help when the district has done all of the work to identify a candidate.

the PCMI solution

PCMI has a database of hundreds of administrative candidates who we can identify to meet your time sensitive administrative needs. Whether you need a long-term leader or an interim administrator to fill in during professional development, handle a medical leave or deal with an unexpected termination, we can help.

When asked about contract employment opportunities from an administrative candidate, MEMSPA Executive Director, Bob Howe had this to say…

"They (PCMI) have the finest reputation in the business and offer more to their employees than any other firm we have encountered. They are true friends of MEMSPA."

B. Howe
Executive Director

"We have used PCMI for three years and have been very happy with the service we have received. We currently have four administrators, one accounts payable person, non-teacher coaches, summer help and our substitute teachers with this great company. We will soon have two directors with them by October. By utilizing PCMI, we have been able to save close to $200,000 per year. Our school budget is so tight and our fund balance is low that these kinds of opportunities help us through our budget crisis.

The reason we chose to use PCMI over the competitors is the main fact that they have a long track record of success. They will still be around when the other companies don’t make it. They also offer a full range of options for their employees including insurance and investments. We are very happy with the service from PCMI and enthusiastically endorse them for your school district."

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**No. 7**

**the problem**

Treating transportation programs like any other segment.

The employee compliance in contract employment programs requires experience to identify, track and confirm employer. With contract transportation segments like substitute bus drivers, it doesn’t end there. Some vendor programs for substitute bus drivers handle employees like any other substitute segment.

**the PCMI solution**

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**No. 8**

**the problem**

Traditional transportation programs may require you to sell your existing bus fleet or lease your equipment, putting millions of dollars of district investments on the line with no realistic future alternatives.

**the PCMI solution**

Interested in saving money on pupil transportation but aren’t sure what options are available? The latest program choices your district can make to reduce transportation costs are all here. Through our transportation affiliate METS, we have allowed for an unprecedented number of choices for districts to find a cost saving transportation program that’s right for their community and their transportation budget. We utilize your existing bus fleet to maximize the investments you have already made.

**Substitute Bus Driving Consortiums**

- Share bus drivers with neighboring schools along with the training and certification costs associated with driving a bus
- Improve retention with more jobs available under a single employer
- Retain control over driver selection and schedule

**Split-Position Employees**

- Current part-time employees in a district are great candidates for driving a bus in your district through METS
- Members of your community, familiar with your district and your students, can find additional work as a substitute or part-time contract bus driver employed by METS, eliminating district overtime concerns
- Business managers appreciate the accounting simplification having METS as the employer of record

**Complete Program Offerings**

- Maximize savings while minimizing program disruption with community acceptance valued
- Utilize your existing district bus fleet with a human resource-based outsourcing program to capitalize on the equipment investments that have already been made
- Programs consisting of competitive wages, employee benefit options and proven training can provide a district valuable cost savings without sacrificing program quality
- Realistic alternatives since you did not sell off your entire bus fleet
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How does PCMI stack up? Compare our services to the other types of vendors you will find:

<table>
<thead>
<tr>
<th>PCMI</th>
<th>COMPETITORS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Complete single source solution for all contract employment positions allowed by school code including transportation</td>
<td>NO - Many vendors are not aware of the additional regulations of transportation employment. Other contract employment agencies, may be using an outside vendor for payroll or an automated calling system. That’s more than 15 separate vendors working for contract services. It could take up to 15 separate vendors to implement a standard 5 segment solution in your district.</td>
</tr>
<tr>
<td>Cancelled programs</td>
<td>Yes - Cancellation of our professional organization program is not unprecedented with other contract employment vendors. If they aren’t sure of their services, are you?</td>
</tr>
<tr>
<td>Price increases included in the contract</td>
<td>Yes - Some vendors hope you don’t see the escalating service fees they can charge if things don’t go well.</td>
</tr>
<tr>
<td>Training fees</td>
<td>NO - Ask about our training options</td>
</tr>
<tr>
<td>Licensing fees</td>
<td>YES - Some companies actually charge you to train your school employees on their systems and software</td>
</tr>
<tr>
<td>Implementation fees</td>
<td>NO - PCMI takes care of you from beginning to end with no extra fees</td>
</tr>
<tr>
<td>Manual substitute caller required</td>
<td>YES - Some vendors are unable to provide additional efficiencies through technology with their contract employment service</td>
</tr>
<tr>
<td>Absence tracking and placement integrations with payroll</td>
<td>NO - Our third party contact employees utilize an additional outside vendor for substitute placement and use no additional vendor for payroll through a bridge rather than true system integration</td>
</tr>
<tr>
<td>Proportional software solutions, owned by the contract employment provider</td>
<td>Yes - PCMI is proprietary patent pending software that allows us to update and evolve the system to meet your changing needs</td>
</tr>
<tr>
<td>Transportation contract employment</td>
<td>YES - The PCMI management team introduced METS within district requirements to have a full service provider for programs in all employment segments including transportation services</td>
</tr>
<tr>
<td>Existing bus fleet and district investments</td>
<td>Most transportation companies have complicated educational agreements requiring you to roll off your existing bus fleet having limited future alternatives</td>
</tr>
<tr>
<td>Routing software</td>
<td>Some transportation vendors may include routing as a service only to claim ownership of the information when the contract is finalized</td>
</tr>
<tr>
<td>Realistic future alternatives</td>
<td>NO - If you sell your bus fleet in order to save money with a transportation vendor you may be in a financial predicament should the district decide to return to an in-house transportation program or to comply with changing legislation requiring the move to a district-owned bus fleet</td>
</tr>
<tr>
<td>Sub bus drivers</td>
<td>General employment and staffing companies may jeopardize your district by merging sub bus drivers like any other substr in their compliance department</td>
</tr>
<tr>
<td>Administration Contracts</td>
<td></td>
</tr>
<tr>
<td>Fill vacancies with employee database</td>
<td>YES - With more than a decade of experience, we have hundreds of external administrators in our database to fill vacancies in your district</td>
</tr>
<tr>
<td>Recommended by professional organizations</td>
<td>YES - We work with some of the most expected organizations in education and have provided our industry expertise at numerous conferences, regional meetings and events. Let us know how we can help your organization and members</td>
</tr>
<tr>
<td>Sign-up fees</td>
<td>NO - Don’t make your community members pay for a job you won’t</td>
</tr>
<tr>
<td>Renewal fees</td>
<td>YES - Other vendors actually require the employee to pay to start their job in your district</td>
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<td>Training</td>
<td>YES - Training programs are included for our automated placement and absence tracking software as well as human resource and OSHA Training at no charge</td>
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<tr>
<td>Hire locally</td>
<td>YES - We can run each program within the community and our goal is local participation</td>
</tr>
<tr>
<td>Local programs</td>
<td>NO - Some foreign companies may send your tax dollars to parent companies outside of the US while other programs use unfamiliar pools of employees from outside of your country with little to no local experience</td>
</tr>
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<td>Employee benefits</td>
<td>YES - All employees are eligible to participate in a 401(k) retirement savings plan with benefits purchase options</td>
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<td>Independent benefit providers</td>
<td>We can also facilitate district programs that include benefit packages through PCMI for employees assigned to your district</td>
</tr>
<tr>
<td>10 years +</td>
<td>YES - PCMI was founded by educators and our staff has almost a century of combined educational employment experience. For well over a decade, we have served school districts with contract employment programs</td>
</tr>
<tr>
<td>Certified staffing specialists</td>
<td>YES - Have other contract employment vendors passed the test of time? Two-thirds of new employees firms survive at least two years, only 44% survive at least four years, and only 31% survive at least seven years. Where will your vendor be next year?</td>
</tr>
<tr>
<td>ACH bill pay</td>
<td>Why take chances?</td>
</tr>
<tr>
<td>Pension cost savings</td>
<td>NO - Some vendors claim a savings yet are new to the industry, no long-term analysis can be done on their operations</td>
</tr>
</tbody>
</table>

PCMI Educational Contracting Specialists

www.pcmservices.com
### How does PCMI stack up?

Compare our services to the other types of vendors you will find:

<table>
<thead>
<tr>
<th>PCMI</th>
<th>COMPETITORS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>General Program Information</strong></td>
<td></td>
</tr>
<tr>
<td>Complete single source solution for all contract employment positions allowed by school code including transportation</td>
<td>NO - Many vendors are not aware of the additional regulations of transportation employment. Other contract employment agencies, may be using an outside vendor for payroll or an automated calling system. That’s more than 4 separate vendors working for contract services. It could take up to 15 separate vendors to implement a standard 5 segment solution in your district.</td>
</tr>
<tr>
<td>Cancelled programs</td>
<td>YES - Canceling programs is not unprecedented with other contract employment vendors. If they aren’t sure of their services, are they?</td>
</tr>
<tr>
<td>Price increases included in the contract</td>
<td>YES - Some vendors hope you don’t see the escalating service fees they can charge if things don’t go well</td>
</tr>
<tr>
<td><strong>Automated Calling Systems</strong></td>
<td></td>
</tr>
<tr>
<td>Training fees</td>
<td>NO - Ask about our training options</td>
</tr>
<tr>
<td>Licensing fees</td>
<td>YES - Some companies actually charge you to train your school employees on their systems and software</td>
</tr>
<tr>
<td>Implementation fees</td>
<td>NO - PCMI takes care of you from beginning to end with no extra fees</td>
</tr>
<tr>
<td>Manual substitute caller required</td>
<td>YES - Some vendors are unable to provide additional efficiencies through technology with their contact employment service</td>
</tr>
<tr>
<td>Absence tracking and placement integrations with payroll</td>
<td>NO - Other third party contact employment relies on an additional outside vendor for substitute placement and use yet another additional vendor for payroll through a bridge rather than true system integration</td>
</tr>
<tr>
<td>Proprietary software solutions, owned by the contract employer provider</td>
<td>YES - Most third party employment vendors are additional software and payroll vendors’ products with no price control or programming ability. How many hands do you want on your program?</td>
</tr>
<tr>
<td><strong>Transportation Services</strong></td>
<td></td>
</tr>
<tr>
<td>Transportation contract employment</td>
<td>YES - The PCMI management team introduced MTS’s own district transport to have a full service provider for programs in all employment segments including transportation</td>
</tr>
<tr>
<td>Using existing bus fleet and district investments</td>
<td>YES - Most districts have already made the investment in transportation equipment to MTS is perfect for a district-owned bus fleet</td>
</tr>
<tr>
<td>Restoring software</td>
<td>Some transportation vendors may include restoration as a service only to claim ownership of the information when the contract is finalised</td>
</tr>
<tr>
<td><strong>Realistic future alternatives</strong></td>
<td>NO - If you sell your bus fleet in order to save money with a transportation vendor you may be in a financial predicament should the district decide to return to an in-house transportation program or to comply with changing legislation requiring the move to a district-owned bus fleet</td>
</tr>
<tr>
<td>Sub bus drivers</td>
<td>General employment and staffing companies may jeopardize your district by making sub bus drivers like any other sub in their compliance department</td>
</tr>
<tr>
<td><strong>Administration Contracts</strong></td>
<td></td>
</tr>
<tr>
<td>Fill vacancies with employee database</td>
<td>YES - With more than a decade of experience, we have hundreds of external administrators in our database to fill vacancies in your district</td>
</tr>
<tr>
<td>Recommended by professional organizations</td>
<td>YES - We work with some of the most respected organizations in education and have provided our industry expertise at numerous conferences, regional meetings and events. Let us know how we can help your organization and members</td>
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<td><strong>Employees from your Community</strong></td>
<td></td>
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<tr>
<td>Sign-up fees</td>
<td>NO - We don’t make your community members pay for a job your organization</td>
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<tr>
<td>Renewal fees</td>
<td>YES - Other vendors actually require the employee to pay to start their job in your district</td>
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<tr>
<td>Training</td>
<td>YES - Training programs are included for our automated placement and absence tracking software as well as human resource and OSHA Training at no charge</td>
</tr>
<tr>
<td>Hire locally</td>
<td>YES - Some vendors charge you to be trained on their systems. Others are too small to have any formal training program</td>
</tr>
<tr>
<td>Local programs</td>
<td>NO - Some ‘Mom and Pop’ shops don’t have the systems to end the efficiency of your program from beginning to end</td>
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<tr>
<td>Employee benefits</td>
<td>YES - All employees are eligible to participate in a 401(k) retirement savings plan with benefits purchase options</td>
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<td>Independent benefit providers</td>
<td>YES - Other vendors actually require the employee to pay for their job each year</td>
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<td><strong>PCMI Competitors</strong></td>
<td></td>
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<td>Local programs</td>
<td>NO - Some foreign companies may send your tax dollars to parent companies outside of the U.S. while other programs use unfamiliar pools of employees from outside of your county with little to no local experience</td>
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<td>Employee benefits</td>
<td>Some vendors are too small to administer benefit programs to their employees</td>
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<td>Independent benefit providers</td>
<td>NO - Other companies’ side business is benefit management and can view the members of your community as a sales contact pool</td>
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<td><strong>Experience</strong></td>
<td></td>
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<tr>
<td>10 years +</td>
<td>YES - PCMI was founded by educators and our staff has almost a century of combined educational employment experience</td>
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<td>Certified staffing specialists</td>
<td>YES - Many contract employment vendors passed the test of time</td>
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<td>SAME &quot;Mom and Pop&quot; shops don’t have the systems in place to maximize efficiencies</td>
<td>NO - Some &quot;Mom and Pop&quot; shops don’t have the systems in place to maximize efficiencies</td>
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Will strangers be hired and placed among my district’s students?
Just like a school district, private employers hire from your community. Many programs include parents and family members of the students in your schools.

PCMI hires locally and offers an open invitation to past and present district employees to look at our employment process and the many benefits of continuing service through PCMI in your local community.

Will the contract company value my community?
Know your contract employment partner and their practices. Ensure that they don’t charge excessive fees like sign-up, enrollment and training fees.

It’s our community too! PCMI employees work, live, shop in and support your community. Because we value your community and its members, we don’t charge employees to participate in any of our employment programs.

Won’t the contract company only be focused on profits?
While profits are required to keep any business operating, private employers must continue value added service or their contract can be canceled by a client. Just like a school district, private companies have business managers and accountants that ensure the organization is fiscally responsible. While a district works on a budget, so does a private employer.

PCMI, as a company founded by educators, knows first-hand the challenges districts face and it is our mission to provide real solutions.

What about employee benefits?
Private employers and their employees are not eligible to contribute to a state retirement program. Many positions, like athletic coaches, may never accumulate enough service credit to benefit from a state retirement system. Private employers can offer all employees regardless of work schedule, complete benefit options.

PCMI has a comprehensive benefit program including 401(k) retirement savings, health, dental, vision and life insurance options as well as many supplemental benefit choices. We have employee benefit banking choices with various financial institutions and PCMI provides a program for discounted tickets to NBA and WNBA games, concerts and other performing arts at various locations.

Isn’t contract employment just a temporary solution?
For years schools have used third party employers for popular services. These time-tested practices are valuable tool for districts to utilize throughout their organization to provide short-term and long-term solutions.

PCMI can provide temporary solutions for interim positions and grant programs but the principle behind our practice is a long-term solution to a district’s budgetary needs. For over a decade, PCMI has provided budgetary relief and is poised to do so for decades more.
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Don’t let special interest rhetoric prevent you from reaching real savings
7 flimsy reasons people question educational contract employment programs

Will it actually save money?
Yes! Private companies do not have any affiliation with a state retirement program or the mandatory contributions associated with school employment. Contract employers have also developed efficiencies in hundreds of districts and have tools such as automated placement and absence tracking software to minimize costs of managing large employment groups.

PCMI is your single source for cost saving solutions with a more comprehensive service offering than any other contract employer.

How can a third party provide the same level of service as district employees?
Economies of scale and the working relationships described above. In many cases the employees of the district are offered positions with the new contract employer.

PCMI has worked in hundreds of school districts and has the experience and tools in-house to maximize the program benefits in your schools.
Can the PCMI team really do the work of FIVE separate vendors?

Yes! Let's count the number of separate companies, with individual contract language, separate points of contact, with various account reps, different phone numbers, separate mailing addresses, with different invoices, billing cycles and payment terms.

Imagine if you had to deal with five separate vendors

PCMI’s contract employment services provide an unparalleled breadth and depth of program options for substitute, part-time and full-time employment in all educational segments. Our service extends even further with the addition of Willsub software, our proprietary automated placement and human resource management system. This patent pending software tracks employees in school buildings, fills staff absences and facilitates payroll, creating a single source solution under one organization to provide the most comprehensive program offering available to School Districts.

Other competitive services would require a combination of three, four or five separate vendors. School districts can now utilize one point of contact under the PCMI umbrella for contract employment, automated substitute placement, absence tracking and payroll processing no matter what the range of a district’s needs are, from classroom substitutes and greater technology efficiencies to transportation programs.
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