

Subcontracting – Frequently Asked Questions

What requirements do employees of a contracted service have to meet? Do they have to have background checks? Do school employees review the background checks to make sure all the contracted employees qualify?

All employees of a contractor who have the possibility of any contact with children must pass the same background checks as employees of the District. Employees of the District review copies of all the background checks to insure compliance with this legal requirement.

If services are subcontracted, do all the employees lose their jobs?

No, but they would be employed by the contractor and not by the District. The School Code requires that the contractor to offer available positions to qualified school district employees who are laid off by the District. The maintenance/custodial RFP provides that current employees will be recommended and interviewed, but they are not guaranteed a position, so some custodial employees may not be hired by the contractor.

If we subcontract and our employees are hired by the new company, how will pay rates and benefits change?

It is very likely that pay rates and benefits will be different, but we are requesting State Law Prevailing Wages for each position. Contractors are required by law to offer a comparable benefits package to school district employees that they hire. The proposals are required to include the anticipated pay rates and benefits that will be offered to employees, so all that information will be known. One certain difference is the pension system – private employers do not participate in IMRF (Illinois Municipal Retirement Fund).

Where are the companies submitting proposals located?

So far, proposals have been received from a variety of sources including smaller local or regional companies and national corporations which already have a presence in Illinois, including the recommended company GCA.

When and how will we know if subcontracting is going to happen?

The Board will vote at a properly advertised public meeting to accept a subcontracting proposal.

If we subcontract and are not satisfied with the contractor, will we be able to get out of the contract? What if the level of service is inadequate, or if there is a problem with one of the contractor's employees?

Contracts include performance standards that must be met, and have mechanisms in place to insure we receive the level of service we require. Any problem with a contractor's employee will be reported to the contractor for resolution, which may include that employee not working in our buildings anymore.