

# Preparing for Excellence

Partnership with  
ESS  
(Substitute Staffing System)

*Montgomery County Schools will graduate life-ready, globally competitive students who are leaders in their community, who value diversity, and who are College and Career Ready.*



# About ESS



- ESS specializes in placing staff in daily, long-term, and permanent K-12 school district positions including substitute teachers, paraprofessionals, and other school support staff. Essentially, eliminating a time-consuming burden.
  - Historically, ESS provides substitute teachers and to offset the fees they employ teacher assistants and long term substitutes for the district.
  - MCS entered into contract with ESS on November 15, 2019 to provide substitute teachers for MCS as well as teacher assistants to offset the cost.
  - The first two years were successful, however, currently we are not experiencing enough attrition with TAs to offset the cost.
  - At this time, we would like for Mr. Garner to look over the contract and explore the possibility of MCS employing our substitutes and teacher assistants.
  - MCS is currently operating on a year-to-year contract with ESS and must give a 90-day (from the end of the school year) non renewal notice.
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