

# Outsourcing

## posted – November 17, 2016

Three years ago, Hampton outsourced substitute teachers. How much was budgeted for substitute teachers during the 2014/2015 school year - \$0.00. How much was budgeted for substitute teachers during the 2015/2016 school year - \$0.00. How much was budgeted for substitute teachers during this school year - \$0.00. The last time substitute teachers were in the budget was the 2013/2014 school year. The cost at that time was - \$1,654,776. Now these souls are paid via a contract with Source4Teachers. Hampton is no longer directly compensating substitutes.

When a science teacher that was on the school board approved Personnel Report as separating from Hampton City Schools wasn't listed on Hampton's payroll, wasn't listed on Hampton's personnel reporting to the Virginia Department of Education, and doesn't have a teaching license – according to the Virginia Department of Education license query – I got curious. So, I asked Hampton about this teacher who was listed as an employee through the end of August.

Hampton's response – “You have requested a copy of the Personnel Report for the hire of [REDACTED]. There are no responsive documents. Substitute employees are not included on HCS Personnel Reports.”

If this person is a **SUBSTITUTE**, and Hampton doesn't document **SUBSTITUTES** – because they're outsourced – then clearly something is wrong because this person was approved by our board as an exiting employee – on a Personnel Report...with an exit date for the end of summer. An indication that compensation came from Hampton City Schools, and who knows, possibly from Source4Teachers too.

I have asked that Hampton double check their information to me. I would imagine the board approved personnel report is accurate. This must be a new kind of outsourcing.