

THE FACTS ABOUT SUBCONTRACTING ...



What is subcontracting?

Subcontracting can happen anywhere when a public employer replaces public employees with private companies to perform key functions like driving school buses or staffing school cafeterias.



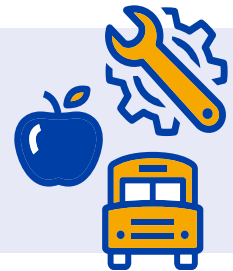
Subcontracting doesn't save money

Cost savings are one of the reasons public employers look to subcontracting. But savings rarely occur, because often cost overruns, contract loopholes, or penalty payments cost more than the public employer budgeted.



Subcontracting hurts workers and communities

Education support professionals like bus drivers, cafeteria workers, custodians, and maintenance workers are the most frequent subcontracting targets. They are the ones who lose their jobs because of subcontracting.



Subcontracting changes the school-community dynamic

Private contractors can hire people from outside the community. Today, the vast majority of education support professionals live in the communities where they work, and know and care about the students who learn in the communities' schools.



"Subcontracting rarely saves money and has a negative impact on school districts' communities, since the vast majority of ESPs whose jobs are subcontracting targets live in the communities where they work."

- PSEA ESP President Dawn Bandle



Learn more and contact your legislators
www.psea.org/subcontracting

Making subcontracting more transparent and accountable ...



Sen. John Blake (D-Lackawanna) and Rep. Aaron Kaufer (R-Luzerne) introduced Senate Bill 795 and House Bill 1914 to bring more transparency and accountability to subcontracting decisions.

The bills would prohibit school entities from subcontracting services currently provided by school employees unless the school entities:

- First solicit proposals for public review.
- Identify three-year cost projections.
- Disclose cost comparisons between the services provided by school employees and the for-profit company.
- Hold a public hearing to present the selected proposal and receive public input.



“Preventing subcontracting threats is a priority for PSEA. These bills will ensure that public schools conduct a thoughtful, transparent, fact-based analysis of the impact subcontracting deals will have – before they sign an agreement.”

- PSEA President Dolores McCracken

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