



AGENDA ITEM SUMMARY

Agenda Item:

Zen Educate Staffing

Person Submitting Item:

Dr. Mark Schmidt

Background and Summary:

Blue Valley has utilized various contractors to staff the most difficult to fill positions. We started using Zen in January 2025. It was a positive experience, and they provide para staffing at a cost to the district equitable to hiring directly.

Budget Source:

Quick key 30260--Special Services Instruction Contracted Services

Strategic Plan Alignment:

Fostering Supportive & Healthy School Communities

Recommendation:

We recommend to approve this contract to fill our most difficult to fill para II positions when a qualified Blue Valley para II cannot be identified.



PURCHASING UNIVERSAL REQUEST

BLUE VALLEY SCHOOL DISTRICT #229

Department/Bldg.:	SPED	Requested By:	Mark Schmidt
Purpose: (please explain in detail why we need the items or services requested)			
Contracted SPED Para II floaters to fill up to 50 vacancies.			
Fund:	Special Education	Account Number:	30260
Funding Year:	2026/2027	Location(s) items or services are for:	Various
Does this use Bond Funds? (if yes, see below)		No	
<input type="checkbox"/> This request includes extended warranty, service or maintenance. Please complete the <u>Bond Warranty Agreement Form on page 2</u>		<input type="checkbox"/> This request includes training or consultation. Please complete <u>Bond Consultant Services Form on Page 3</u>	

Check all that apply to this Purchase:

- | | |
|--|---|
| <input type="checkbox"/> This is a New Contract | <input type="checkbox"/> This is a New Bid/RFP |
| <input checked="" type="checkbox"/> This is a Renewal Contract | <input type="checkbox"/> This is a Purchase from Bid/RFP # _____ |
| <input type="checkbox"/> This is a Curriculum purchase | <input checked="" type="checkbox"/> This Purchase requires BOE Signatures |
| <input type="checkbox"/> This can be purchased off of _____ Contract # _____ | |

Begin Date: 7/1/2026	End Date: 6/30/2027
Company: Zen Educate	Street Address: 2136 Ford Parkway #5208
Contact Name: Emily Cabrita	City: Saint Paul
Telephone: (628) 285-1095	State: MN
Email: emily.cabrita@zeneducate.com	Zip Code: 55116
Cost: \$ 1,765,000.00 Estimated	
Prior Year Cost: \$ 238,164.10 Estimated	
Terms: (Annual, Multi-Year, One-Time): Annual	

Month:(board meeting) June 2026 **Budget Administrator** Dr. Mark Schmidt **Date** 5/27/2026

Rate Card 26/27

The following outlines Zen Educate’s pricing for the 26/27 School year. The school charge includes the educator's pay rate and all applicable state and federal employer taxes and costs.

1. Assignment Terms and Qualification Responsibilities

- Customer is responsible for defining role-specific qualification requirements and ensuring compliance with applicable law. Zen Educate will apply commercially reasonable screening processes in presenting Education Professionals based on the qualifications communicated by Customer.
- Education Professionals are provided to support Customer operations under Customer supervision. Customer is responsible for determining whether an Education Professional is assigned to assist in or deliver instruction and for ensuring that such use complies with applicable law, including any role-specific qualification requirements.
- Customer will communicate any role-specific qualification requirements in advance of placement, including where particular proficiency standards or assessments are required.

2. Hourly Service Rates

Kansas City Para Rate	
Hourly Pay Rate	Hourly District Cost
\$16.00	\$22.46
\$17.00	\$23.62
\$18.00	\$24.77
\$19.00	\$25.93
\$20.00	\$27.08
\$21.00	\$28.23
\$22.00	\$29.39

The above rates reflect a \$0.50/hour discount from the previously delivered rates to account for increased demand of at least 50 roles to start the 2026-27 academic year.

3. Temp-to-Perm Conversion Fees

- **All Educators:** \$5,000
- **Fee Reduction Schedule:** The Temp-to-Perm Fee is reduced by \$28 for each full day an educator works in the Customer via Zen Educate. This reduces the Temp-to-Perm Conversion fee to \$0 after 180 days of work (1 school year).
- **Rebate Structure:** If the Education Professional leaves their Direct Hire position within the first 10 weeks (and no previous assignments applied), the rebate is: Up to 2 weeks (75%), Up to 4 weeks (50%), Up to 6 weeks (25%).

4. Cancellations & Additional Fees

- **Same-Day Cancellation:** Cancellations with less than 24 hours' notice will incur a minimum charge of 2 to 4 hours depending on the scheduled shift and state reporting-time regulations.
- **Overtime:** Additional overtime costs incurred under applicable law will be passed through to the Customer.
- **Deescalation Training:** A supplementary charge of \$1/hour will apply if an aide is required to complete CPI training through Zen Educate.

5. Billing Terms & Payment Methods

Standard Billing Terms (Included): Weekly Invoice Frequency (Net 14 Pay Periods).

- **Payment Methods:** Default payment is via ACH or Wire. **Payments made via check incur a 1% processing fee on the invoice value.**

BANK DETAILS FOR ACH OR WIRE

Name: [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]