

ADOPTED – BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508

OCTOBER 1, 2026

**BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508
COUNTY OF COOK AND STATE OF ILLINOIS**

**PROFESSIONAL TEMPORARY SUBSTITUTE STAFF
CHILDCARE CAREER, LLC
THE OFFICE OF ACADEMIC AFFAIRS-CHILD DEVELOPMENT CENTERS
(AMENDMENT OF BOARD REPORT 35758)**

THE CHANCELLOR RECOMMENDS:

that the Board of Trustees authorizes the Chair, upon final approval of the General Counsel of the legal form of such agreement, to amend the amount of the agreement with ChildCare Careers, LLC to provide temporary substitute staff, on an as needed basis, for the Child Development Laboratory Schools, District Wide for the period from November 4, 2024, through an amended end date of January 31, 2027 for an additional \$100,000 for a total cost not to exceed \$700,000 for the term of the agreement.

VENDOR: ChildCare Careers, LLC
2000 Sierra Point Pkwy, Suite
702 Brisbane, CA 94005

USERS: Daley College Kennedy-King College Truman College
Malcolm X College Olive Harvey College

ORIGINAL TERM:

In accordance with board report 34356, the original term of the agreement commenced no sooner than November 4, 2021, and continued through November 3, 2024, with an option to renew for an additional two (2) year period.

RENEWAL TERM:

In accordance with board report 35241 the renewal term of this agreement commenced on November 4, 2024, and shall end on November 3, 2026.

AMENDED RENEWAL TERM:

The term of the amended renewal agreement began November 4, 2024 and will continue through January 31, 2027.

SCOPE OF SERVICES:

ChildCare Careers, LLC shall provide temporary professionals (classroom teachers, assistant teachers and support staff) to act as substitute staff to temporarily replace permanent staff at the Child Development Laboratory Schools during sick days, vacation, FMLA, trainings and/or any other unforeseeable emergency.

The original contract with ChildCare Careers was designed to provide substitute coverage for planned staff absences, such as sick days and vacation time. However, the Child Development

Lab Schools have seen a significant rise in the need for substitute coverage due to ongoing staff turnover across our sites. This increase has surpassed the scope of the initial agreement, prompting a request to expand the substitute staffing allocation. In addition to turnover, The CDLS also experiencing a growing number of children with special needs who require one-to-one support, particularly in our preschool and two-year-old classrooms.

BENEFIT TO CITY COLLEGES OF CHICAGO:

ChildCare Careers, LLC will provide staff to temporarily substitute employees during sick days, vacation, FMLA to meet the state requirements and stay in compliance with the Department of Family and Support Services (DFSS).

DELIVERABLES:

The District requires that substitutes carry complete personnel folders with them on every assignment containing all the personnel documents required by DCFS including three written character references, educational transcripts, up-to-date physical exam, and TB test, and background check. The District also requires that ChildCare Careers, LLC comply with DFSS licensing requirements for staff to be trained for 15 hours a year and that the substitutes meet all licensing requirements. Additionally, the pool of potential substitutes must meet a drug screening requirements. Childcare Careers will maintain a pool of five (5) substitutes that are drug screened. The cost of the drug screening requirement will be invoiced to City Colleges of Chicago.

VENDOR SELECTION CRITERIA:

Pursuant to Board Reports 34356 and 35047, specifications were prepared by District Procurement Staff and Bid #MWJ2106-RB2 was publicly advertised on August 8, 2021. Four (4) companies were contacted. One (1) company responded to the Bid on September 8, 2021: ChildCare Careers, LLC.

ChildCare Careers, LLC hourly rates are listed as follow:

Description	Fiscal Year 2025 Hourly Rates	Fiscal Year 2026 Hourly Rates
Classroom Teachers: Monday-Friday; up to 40 hours; Hourly Rates	\$39.95	\$40.95
Assistant Teachers: Monday - Friday, up to 40 hours; Hourly Rates	\$38.95	39.95
Support Staff: Monday - Friday, up to 40 hours; Hourly Rates	\$33.95	34.95
Special Note: CCC will provide a maximum compensation of two hours' time for prospective substitutes which are drug screened.		
Conversion Fees		
Classroom Teachers	\$4,000.00	
Assistant Teachers	\$3,500.00	
Support Staff	\$1,750.00	

The bid was reviewed by staff from the Offices of Finance and Business Enterprise, Procurement Services and Contract Compliance. Staff are recommending that Childcare Careers, LLC be awarded the contract to provide professional temporary substitute staff. ChildCare Careers, LLC has extensive experience in providing the required personnel and has agreed to provide professional temporary substitute staff to the Child Development Laboratory Schools.

MBE/WBE COMPLIANCE:

The Office of Procurement Services has reviewed the proposed compliance plan and recommends a full waiver of the Board Approved MBE/WBE Participation Plan due to the nature of the agreement (specially licensed substitute childcare staffing services) and the absence of subcontracting opportunities.

GENERAL CONDITIONS:

Inspector General – It shall be the duty of each party to the agreement to cooperate with the Inspector General for City Colleges of Chicago in any investigation conducted pursuant to the Inspector General’s authority under Article 2, Section 2.7.4(b) of the Board Bylaws.

Ethics – It shall be the duty of each party to the agreement to comply with the applicable provisions of the Board’s Ethics Policy adopted January 7, 1993, and as amended by the Board.

Contingent Liability – Pursuant to Section 7-14 of the Illinois Public Community College Act, all agreements authorized herein shall contain a clause that any expenditure beyond the current fiscal year is subject to appropriation in the subsequent fiscal year.

FINANCIAL

Total: \$700,000

Charge to: The Office of Academic Affairs - Child Development Centers

Source of Funds: Grant/Education

Budget Line: 53000-07504-0016006-60000

Respectfully submitted,

Juan Salgado
Chancellor

October 1, 2026 – Office of Academic Affairs – Child Development Centers