

DISTRICT GUIDE • QUESTIONS

Four people read the same staffing decision *four different ways.*

Sixteen questions, grouped by the person who asks them.
Answered plainly.

DOCUMENT

District questions

PREPARED FOR

District leadership
and the business office

AS OF

17 September 2026

PAGES

11

Sixteen questions, grouped by who asks them.

A superintendent, an HR director, a business manager and a special-education director are looking at the same program and worrying about four different things. The grouping below is the shape of the conversation, not a ranking.

01	The superintendent	03
	What this is, which agencies you keep, what starting takes, and what leaving costs.	
02	The HR director	05
	Who still decides, what changes in a school office, and who picks up the phone.	
03	The business manager	07
	How the program is funded, what accounts payable receives, and who owns the record.	
04	The special-education director	09
	Credentials, expiry, and what you can put in front of someone who asks in March.	

HOW TO READ THIS

The number is an index, not a ranking.

Questions run 01 to 16 straight through the document. The decision-rights table on page 04 is the fastest way to see what stays with your district.

The superintendent asks whether the district can start this — and *whether it can stop.*

Four questions about commitment: what this is, what happens to the agency relationships you already have, what starting actually takes, and what it costs to walk away.

FULLBENCH • DISTRICT QUESTIONS

AS OF 17 SEPTEMBER 2026

01

IN THIS SECTION

What this is • who you keep • what starting takes • what leaving costs.

CATEGORY

K-12 managed staffing network. A team runs the program; the platform keeps the record.

01

What is this, in one sentence?

One partner to manage every staffing agency your district uses: one contract, one invoice, one record, one contact, and no program fee to your district. Your schools raise a need once, to one contact, instead of separately contacting and following up with several agencies. There is no direct program cost to your district.

02

Do we have to drop the agencies we already use?

No. The agencies you trust join the network and keep working with you — your relationships stay yours. When you need more coverage, we add well-vetted suppliers alongside them, not in place of them.

03

What does implementation take?

One onboarding call. Before it, we seed your workspace — your schools, your current agencies, your common roles — so your team reviews instead of builds. On the call we walk through it together and release your first real opening before we hang up.

You leave whole. *There is nothing to buy out.*

DISTRICT QUESTIONS • SECTION 01 • OVERLEAF

What you keep, and how you leave whole.

EXIT

Relationships are direct and continue without us. The export is a right, not a concession.

CROSS-REF

The credential gate is answered in full in Section 04, page 09.

04

What happens if we leave?

You leave whole. Your agency relationships are direct and continue without us. We hand you a complete export of your program record — placements, timesheets, approvals, credential statuses. And because there is no direct program cost, there is nothing to buy out.

DECISION RIGHTS

THE DECISION	WHO MAKES IT	WHAT THE PROGRAM DOES
Which agencies participate	Your district	Adds suppliers only when you ask
When an opening is released	Us, unless your team takes it	One release, same recorded instant
Which candidate is hired	Your district	Records every status change
Which documents a role requires	Your district	Enforces the district's list, not ours
Whether a start date can be set	The gate, automatically	Holds it until every file is approved
Which hours are billable	Your schools	Approved timesheets are the record
Pulling a worker whose clearance lapses	Your district	Warns 30 days ahead; removes no one
Who employs the professional	The agency	Nothing — we do not employ them

EMPLOYER

The agency employs the professional. We administer the program; your district decides.

WHAT STAYS WITH THE DISTRICT

Every hiring decision, every rate ceiling, every credential approval and every approved hour. The agency employs the person; the district supervises the work; the program administers the workflow between them and records every decision with a name and a time.

The HR director asks who still decides — and *what still lands on the desk.*

Four questions about control and workload: who chooses the candidate, what actually changes in a school office, whether your team can take the controls, and who picks up the phone when something looks wrong.

FULLBENCH • DISTRICT QUESTIONS

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02

ON THE RECORD

Every release, submission, approval and status change is timestamped on the program record.

DEFAULT

Managed for you. The controls are yours whenever you want them.

05

Who decides which candidate is hired?

Your district does, at every step. Agencies submit candidates; your team reviews, interviews if you choose, and sets every status from submission through placement. Nothing is decided on your behalf.

06

What do our schools do differently day to day?

Less, mostly. A school raises a need once, to one contact, instead of separately contacting and following up with several agencies. Timesheets are reviewed and approved digitally, and credential status is visible before a start date can exist. That is the whole change on day one.

07

Can we run distribution ourselves?

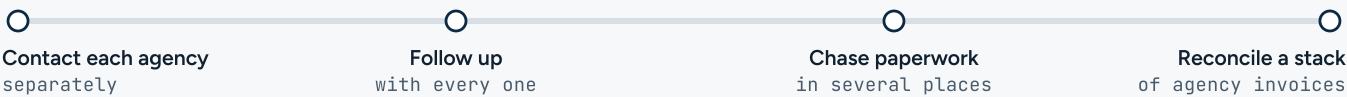
Yes. The program is managed for you by default, but your team can release openings itself any time you want the wheel. Either way, every approved agency sees an opening at the same recorded instant — no favorites, no phone tree.

The same office, with fewer moves.

Nothing is added to a school's week. Things are taken out of it.

FIG. 01 What a school office does with one opening, before and after

TODAY



UNDER THE PROGRAM



Fewer moves, not faster ones. The lower line is the same opening, handled once: the need is raised to one contact, timesheets are reviewed and approved digitally, and credential status is visible before a start date can exist. This is a map of what the office does: fewer touches per opening, every one of them on the record.

ONE NUMBER

One contact. That is the whole of the escalation path.

08

Who do we call when something looks wrong?

One person: your Fullbench program contact. That is the point of one partner — one call, not five. And because every release, submission, approval and status change is timestamped on the program record, “what happened here?” has a factual answer, fast.

Less, mostly. *That is the whole change on day one.*

The business manager asks where the money is, and *what accounts payable receives.*

Four questions about funding, invoicing and ownership. The short version: your district pays for approved hours and nothing else, on one invoice, and the record stays yours.

03

FUNDING

Funded by the participating agencies, after your district has paid. Nothing is billed to your district.

09

There is no direct cost to us. How is this funded?

The participating agencies fund it, under the fee stated in each agency's own agreement. The program itself never bills your district. You pay only for hours your schools approve.

10

What does accounts payable actually receive?

One consolidated invoice instead of a stack of agency invoices — each agency, each professional and each approved hour itemized. You pay once.

11

How do agencies get paid?

Through the program. Your schools' approved hours land on one consolidated district invoice, and when the district pays, each agency receives an itemized remittance. Approved timesheets are the billing record, and every approval is timestamped on the program record.

12

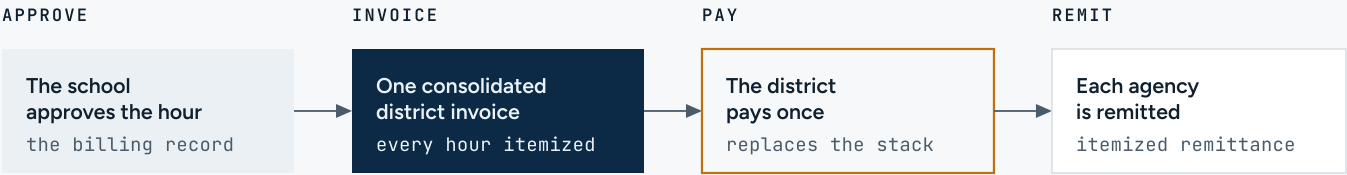
Is our data ours?

Yes. Your placements, timesheets, approvals and the full timestamped program record belong to your district. You can request an export at any time — not just on the way out.

From an approved hour to a paid agency.

Four steps, in this order. No hour reaches an invoice without a school approval behind it, and no agency is remitted before the district's payment is collected.

FIG. 02 The billing path, end to end



NO DIRECT PROGRAM COST TO YOUR DISTRICT AT ANY STEP ON THIS LINE
Funded by the participating agencies, after your district has paid.

The order is the control. Nothing reaches step two without a school approval behind it, and nothing reaches step four before your payment is collected. Approved timesheets are the billing record, and every approval is timestamped — so any line on the invoice can be traced back to the person who approved it. No amounts appear here because no amounts are ours to publish: your rates are yours.

FROM THE DISTRICTS THIS TEAM SERVES

“A consistent level of professionalism, reliability, and responsiveness in addressing our staffing needs.”

LENNITA PORTER-LINEN, DIRECTOR OF HUMAN RESOURCES • BRIDGETON PUBLIC SCHOOLS, NJ

The special-education director asks the question that *keeps its own file*.

Four questions about credentials, expiry and evidence — from the person who has to produce the file when somebody else asks.

FULLBENCH • DISTRICT QUESTIONS

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04

THE RULE

No start date can be set while any required document is missing or still awaiting review.

YOUR LIST

Every document your district requires, reviewed and approved before a start date can exist.

13

Our roles carry requirements we cannot get wrong. What stops someone from starting without them?

The platform enforces it. No start date can be set while any required document is missing or still awaiting review — never without an approved file. Your district defines the list; the platform enforces the district's list, not ours. It is not a reminder and not a flag. The date cannot exist.

14

And when a clearance is about to lapse on someone already in our buildings?

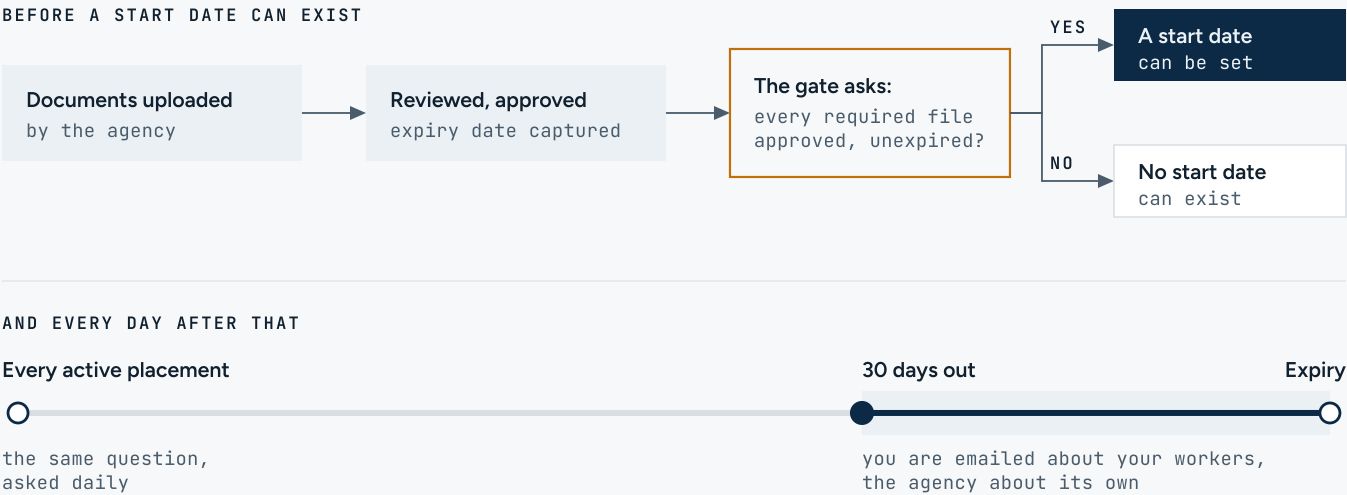
Expiry is part of the same rule. An expiry date is captured when a document is approved, and an expired document stops satisfying the requirement. A daily check asks the gate's question of every active placement on a 30-day horizon and emails you about your workers and the agency about its own. It warns; it never pulls a worker on its own — that call is yours.

It is not a reminder and not a flag. *The date cannot exist.*

DISTRICT QUESTIONS • SECTION 04 • QUESTION 13

The gate, and the day after it.

FIG. 03 Where a start date comes from, and what happens once it exists



The gate is a condition, not a notification. The upper path runs once, before anyone starts: no start date can be set while any required document is missing or still awaiting review — never without an approved file. The lower path runs every day afterwards, because an expiry date is captured on approval and an expired document stops satisfying the requirement. It warns. It removes no one: pulling a placed worker is the district's call.

RETENTION

Export on request at any time — not only on the way out.

15

We interview every candidate for these roles. Does that change?

No. Agencies submit; your team reviews, interviews if you choose, and sets every status from submission through placement. Nothing is decided on your behalf.

16

Someone asks me in March about a placement made in September. What do I have?

The record. Every release, submission, approval and status change is timestamped on the program record, so you can see who cleared what, and when. You can request a complete export at any time.

One partner to manage every staffing agency your district uses.

Bring the question this document did not answer. Fifteen minutes,
your own schools and agencies on screen, no prep required and no
direct program cost to your district.

NEXT STEP

fullbench.co

Or reply to the person who sent you this document.