



## SPALC BARGAINING MINUTES March 13, 2024 FY25 (2024-2025 school year)

### AGENDA

- Check-In
- Approval of Minutes
- Article 7 – Work Schedule
- Checkout

### CHECK-IN

- **Time Constraints:** 5:30 pm
- **Missing:** Heather Leonard, Theresa Bowen, Dr. Ami Desamours, Roger Lloyd Jackie Lineberger, Deborah Evans
- **Elephants:** none
- **Expectations:**
  - Make progress\*\*\*\*\*
  - Be present

### CALENDAR

- Next meeting, April 2, 2024, instead of April 1, 2024
- Meetings every other Monday (4:00-7:00 p.m.)

### MINUTES

- March 4, 2024, Meeting Minutes approved

### ARTICLE 7 – Work Schedule

#### Story

- 7.01 Workday
- Maintenance Department



- Maintenance Department cannot always complete its work during school hours
- There are supervision considerations after traditional hours
- Size of district impacts the introduction of potential workday changes
- What specific task is the Maintenance Department not able to complete during normal contract hours
- Issues that might take longer than normal work hours so four 10-hour days might help
- If something happens after hours there may already be someone there
- The volume of work orders or interruption of student testing schedules are factors
- Employees may have second jobs
- Already on a skeleton crew, so unsure how split shift would work
- Could help with recruiting
- Seasonal may be an option
- 7.01(b) already contains language regarding split shifts for transportation
- Clarification – district is referring to split schedules not shifts
- 7.02 – 40-hour work week starts on Saturday, ends on Friday – for payroll purposes

### Options

1. M-F work week – two schedules  
Example – 6:00 a.m. to 2:00 p.m. and 10:00 a.m. to 6:00 p.m.
2. M-F work week – two schedules, but only during certain critical times of year
3. Four 10 hour days  
Example – M-Th 6:00 a.m. to 4 p.m.  
Tu-F 6:00 a.m. to 4:00 p.m.
4. Four 10 hour days, but only during certain critical times of year



### **SPALC Caucus**

- Need more time to survey Maintenance Department employees

### **District Caucus**

- Discussed options
- Looking at split schedules for all of Maintenance
- Payroll Department currently staggers its workforce

### **CHECK-OUT**