



UNITED INDEPENDENT SCHOOL DISTRICT INFORMATIONAL ITEM

TOPIC: Proposed Facilities Shift in Work Schedule

SUBMITTED BY: Juan A. Davila **OF:** UISD Facilities Maintenance & Operations

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: 9/16/2009

The Facilities Maintenance & Operations Department would like to request consideration for a Shift in Work Schedule.

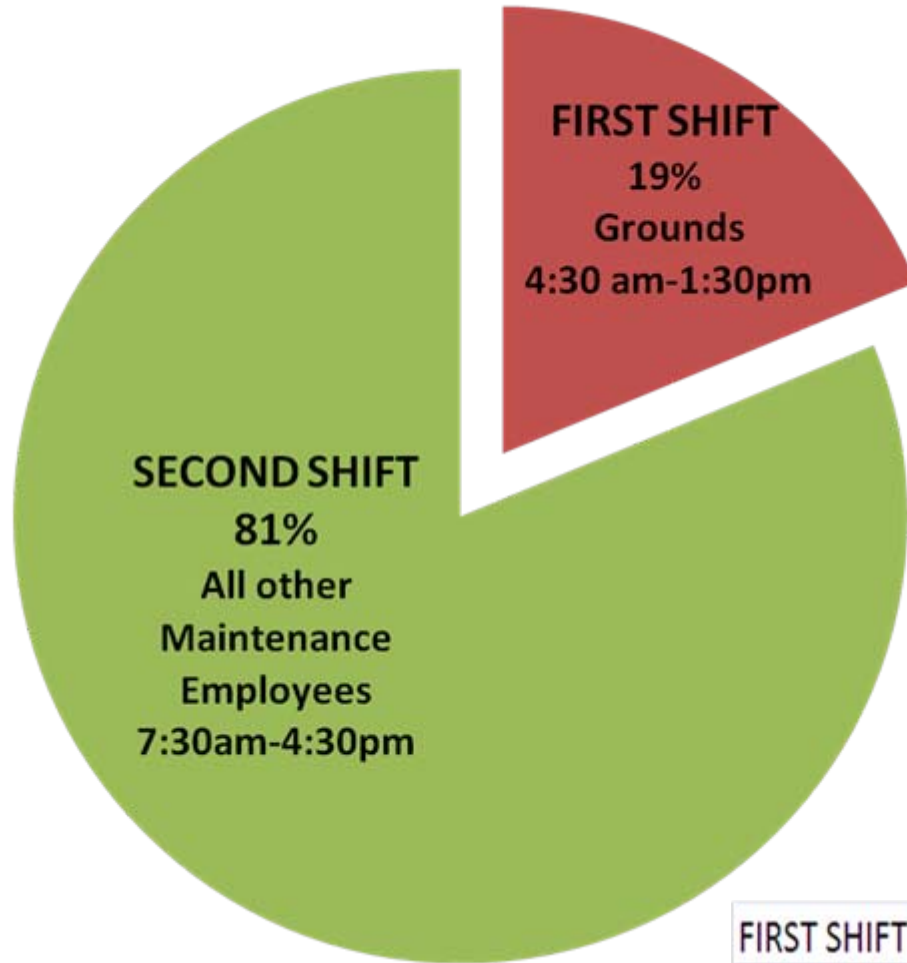
Justification and details to be presented.



UNITED INDEPENDENT SCHOOL DISTRICT

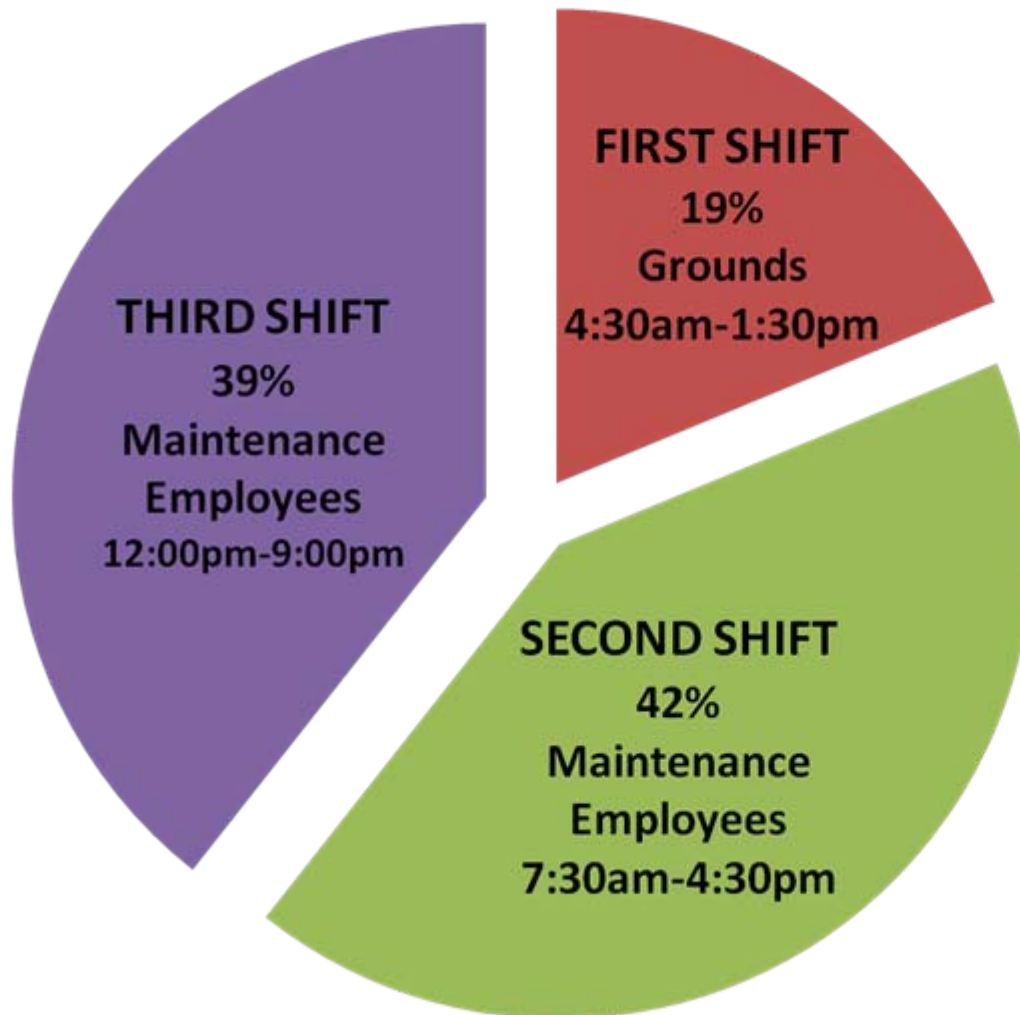
**PROPOSED FACILITIES
SHIFT IN WORK SCHEDULE
9/8/2009**

PRESENT DISTRIBUTION OF FACILITIES MAINTENANCE & OPERATIONS WORK FORCE



| | |
|--------------|---------------|
| FIRST SHIFT | 30 Employees |
| SECOND SHIFT | 130 Employees |

PROPOSED DISTRIBUTION OF FACILITIES MAINTENANCE & OPERATIONS WORK FORCE



| | |
|--------------|--------------|
| FIRST SHIFT | 30 Employees |
| SECOND SHIFT | 67 Employees |
| THIRD SHIFT | 63 Employees |

Justifications for a third shift

This will allow work to be done when schools are unoccupied.

Allowing workers to access and service all areas of the campus.

Creating a safer work environment by removing the liability of working around children.

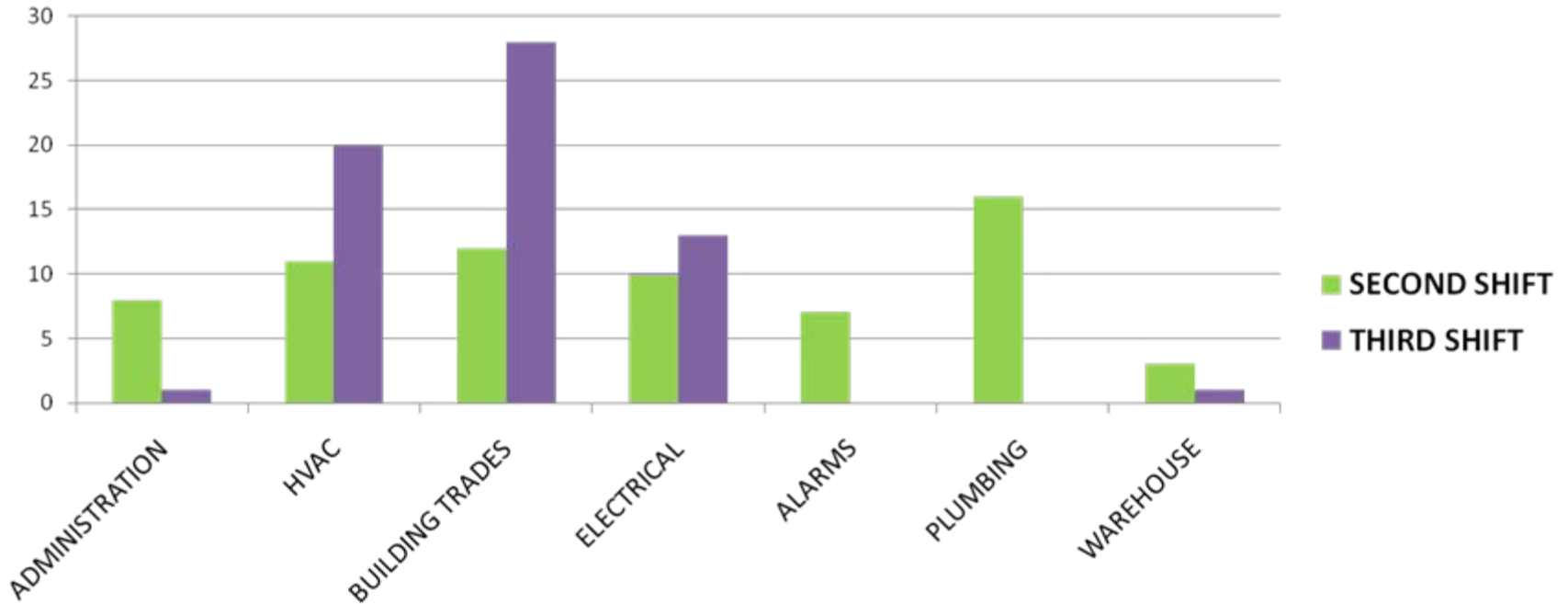
Allows systems to be turned off for service without affecting instructional time.

Allows us to reduce the overtime cost by working split shifts. Approximate total over time cost last year \$279,266

Avoids employee down time by eliminating the time spent waiting to access a classroom.

Will provide a longer period of service availability to after hour functions.

Second vs. Third



| TRADE | SECOND SHIFT EMPLOYEES | THIRD SHIFT EMPLOYEES |
|-----------------|------------------------|-----------------------|
| ADMINISTRATION | 8 | 1 |
| HVAC | 11 | 20 |
| BUILDING TRADES | 12 | 28 |
| ELECTRICAL | 10 | 13 |
| ALARMS | 7 | 0 |
| PLUMBING | 16 | 0 |
| WAREHOUSE | 3 | 1 |

**NEW PROPOSED
FACILITIES MAINTENANCE & OPERATIONS
WORK SCHEDULE
9/8/2009**

| SHIFT | Punch in | Lunch out | Lunch in | Punch out | WORK FORCE |
|--------------------------------------|-----------------|------------------|-----------------|------------------|-------------------|
| FIRST GROUNDS | 4:30 AM | 9:00 AM | 10:00 AM | 1:30 PM | 30 |
| SECOND | 7:30 AM | 12:00 PM | 1:00 PM | 4:30 PM | 67 |
| THIRD HVAC, ELEC., BUILD. | 12:00 PM | 4:00 PM | 5:00 PM | 9:00 PM | 63 |
| | | | | TOTAL | 160 |

OVERLAP IN WORK SCHEDULES

