



4-Day Week Committee Meeting Notes

Wednesday, August 24, 2022

5:30 P.M. - 7:00 P.M.

Liberty Elementary School Multi-Purpose Room

Welcome and Introductions- [Slide Deck](#) starting at slide 53

Dr. Shough, LESD superintendent, welcomed the group of 30 participants which consisted of parents, community members, and staff. Dr. Shough spoke about the Guiding Principles for decision making that the group previously agreed to and introduced some possible additional principles for the group to consider. Dr. Shough asked the group to converse at the table about the guiding principles and then asked for feedback, followed by a vote of consensus.

- Maintain as equivalent as possible instructional hours for learning- Learning
- Maintain as equivalent as possible professional learning for staff- Recruit/Retain
- Combine hours on Fridays for PD to provide increased flexible time- Recruit/Retain
- Increase flexible, teacher-directed hours providing autonomy and choice in workplace- Recruit/Retain
- Minimize compensation impacts to staff- Recruit/Retain
- Provide alternative childcare for parents on Fridays- Parents
- Maintain neutral budget or cost savings- Budget

Transportation

Mr. Nuttall shared revenue and cost information for transportation. Revenue is derived from two sources, maintenance and operations and tax rate funding. Expenses averaged \$5.16 per mile driven. If there are no changes to the salary compensation amount, benefits, or replacement buses, then it could be assumed that there would be a 20% reduction in costs generally if the school schedule shifted from five days to four days. If the number of hours worked was maintained to retain drivers, then the cost savings would be limited to the savings in fuel for one day per week, approximately \$69k. A question was posed about whether the administration talked to other districts about transportation for a 4-day week. Mr. Nuttall stated he did speak to a neighboring district. Dr. Shough stated another district she met with was able to maintain hours for transportation with no cuts to compensation because they offered so many field trips during the days for drivers to make up for reduced hours.

Mr. Nuttall also shared survey responses from the transportation employees about their continued employment if benefits or compensation was impacted by implementing a four-day week. The survey results showed that there could be a significant risk to being able to retain our transportation employees if the four-day model cut compensation or benefits from what is currently offered to employees.

Another question was asked about whether driver aides and mechanics were taken into consideration. The answer was yes. Funding formula built in to help support extra curricular activities. Many contributing factors

A participant who is a transportation employee in the district stated that the drivers typically earn \$18,000 per year (six hours a day for approximately 180 days per year). She stated that a nearby district pays more money. Mr. Nuttall confirmed that filling bus driver vacancies is currently a challenge for the district with the current five-day model.

Notes:

Neutral

Potential \$69k Fuel Savings

Cons

Already difficult to recruit/retain drivers- more challenging if compensation or benefits cut below 30 hours

Could retain drivers if compensation and benefits remain the same- (added cost)

There was a conversation had about support staff and the impact it would have on them with a four day work schedule. It was said teachers need support staff.

There is a way to stay budget neutral.

Dr. Shough stated that the guiding principles for a good decision valued both costs and employee retention. She posed a question to the group. Should the model value saving money given the district is currently phasing down override budget dollars and making district cuts or should the four-day model we propose value employee retention? She explained that in this case with transportation, the two guiding principles are in opposition to each other. In order for administration to model the plan costs and the impacts, a recommendation is needed on which guiding principle to value more. All participants indicated that the model should attempt to maintain compensation and benefits for employees even if there are no budget savings.

Mr. Nuttall added that transportation costs are also based on the service distance from the home as the crow flies for one mile. Additional savings could be generated by extending that distance to greater than one mile. However, for a kindergarten student, the distance could be considerable if the child has to meander around the roads that don't make a straight path to and from school. A question was asked about exceptions for the one mile distance with major road crossings due to safety. Mr. Nuttall confirmed that dangerous places to cross or walk are eliminated by offering bus services.

Food Services:

2021-2022, District served 720,944 meals total revenue of \$1.2 million dollars.

A 4-day week would reduce revenue by 20%, \$250,000 in revenue.

Fewer meal options for students

- Likely elimination of salad bar offerings of fruits and vegetables
- Impact on Roving Chef and Farmer's Markets program
- Inability to replace aging equipment

Reduction of staff impact on Roving Chef and Farmer's Markets program

Inability to replace aging equipment

Reduction of staff

Fewer meal options for students

- Likely elimination of salad bar offerings of fruits and vegetables
- Impact on Roving Chef and Farmer's Markets program
- Inability to replace aging equipment
- Reduction of staff

Mr. Nuttall shared the results of the survey with food service workers. One slight difference from the transportation survey results showed that some food service workers would not want to work on the fifth day with no students because they would need to stay home with their own children for child care.

Mr. Nuttall explained that the food service program, unlike transportation, must operate as a break even model for revenue and expenses. The district does not subsidize the food service program. Dr. Shough asked the group if they had the same recommendation for modeling with more value to retention of employees versus cost savings. The group confirmed the same interest. Fewer food service employees currently qualify for benefits because they are working fewer hours in the week. One consideration would be to maintain the hours and benefits for the kitchen managers, but possibly cut the work hours for food service staff.

Leap Notes:

Mrs. Camp explained that the LEAP model is also a program that must operate within the budget of the revenue it produces. She explained the current number of service hours available to children enrolled M-F morning and afternoons, 27 hours, compared to a M-Th, and 12 hours on Friday program with 30 hours of service. Despite a difference of only three additional hours, the cost to run the program increases significantly due to the 12-hour day on Friday and the need to staff it sufficiently to meet licensing requirements of a 20:1 ratio at all times. It requires overlapping staff hours. She estimated that the cost for the four-day week would be as much as \$130 more than the cost of the five-day week. It would be less expensive M-Th with no Friday than the current five-day week. One other way to bring down costs would be to reduce the hours of service. This could be challenging for parents who work downtown and can't get home in time with traffic by 6 instead of 6:30PM, for example.

Pros:

Workers retained if hours and benefits remain the same- impact of higher cost for participants

Costs could be neutral if hours of service reduced

Childcare option could be viable for parents on 5th day

Cons:

Higher costs for participants

If higher demand for additional sites, may not be able to staff

Staff retention risk if hours or benefits are reduced

LEAP program is self-funding. Decline in enrollment will drive up costs.

5-Day School Week

- Provides services for AM, AM/Pm
- Every Wednesday Early Release
- Total number of hours of service weekly = 27

4-Day School Week

- Provides services for AM, AM/PM four days
- Every Friday full day (12 hours) 6:30 A.M. - 6:30 P.M.
- Total number of hours of service = 30

Dr. Shough explained that the LEAP program must be self-funding. The cost for the four-day week was modeled keeping staff hours the same with no impact to their compensation. If hours of service are reduced, then staff hours and therefore compensation would also be reduced. However, if the program is too expensive for parents and there is no longer a demand for the program, it may not be viable to continue the LEAP program. Additionally, if there is a huge demand for the program, we may not be able to meet that demand due to the difficulty in hiring staff to run the program.

Dr. Shough asked the committee to review the list of guiding principles and to think of the principles in terms of what the committee members valued more or what should be considered with a stronger weight in making a decision. One parent suggested that learning stamina and a viable childcare option be weighted higher. Another participant suggested that Instructional Hours and Equivalent Number of Site Professional Development Hours should be weighted higher. The group discussed the suggestions. Another parent reminded the members that each

of them represents everyone in the district, not just their own individual interests. The group reached consensus to weight Instructional Hours, Viable Childcare, and Stamina two times higher than the other principles for decision making. Participants were instructed to score each principle with a value of 1, 3, or 5, with five as the highest.

Dr. Shough asked the committee about the timeline for the survey and whether the committee would like to see preliminary results at the September 21st meeting. The committee wants to see the results. Dr. Shough explained that the survey would remain open in order to attain as close to 100% participation on both staff and parent surveys as possible. The surveys will be administered during parent-teacher conferences with teacher support.

September 21st

Budget Impacts

Survey Preliminary Results

Recommendation on Model

September 14th or 21st-29th

Survey

October 4, 5, and 6

Public Forums

October 24th

Governing Board Meeting