


Posted: 3/29/16

**CONSULTATION AGREEMENT  
BETWEEN THE  
AUSTIN INDEPENDENT SCHOOL DISTRICT  
AND EDUCATION AUSTIN**


**SUBJECT: Custodial Evening Shift Pilot Program/Implementation**

Pending approval from the Board of Trustees, the identified parties hereby agree to the following:

1. In an effort to maximize efficiencies, the District will implement a custodial evening shift pilot program at Akins High School, Austin High School, McCallum High School, Burnet Middle School, Lamar Middle School, Blazier Elementary School, Highland Park Elementary School, Perez Elementary School and Summitt Elementary School beginning April 4, 2016.
2. The campus administration will work collaboratively with the head custodian and the custodial staff to determine how the square footage and responsibilities will be determined and distributed. The head custodian will also be required to clean a reasonable amount of square footage as part of the distribution of work.
3. The evening shift will pay custodians an additional evening shift differential of \$1.10 per hour provided that their work schedule is set for five (5) or more hours after student release time.
4. A committee consisting of campus administration, Housekeeping administration, head custodians, staff custodians, and Education Austin will evaluate the success of the pilot program and recommend to: (1.) implement the pilot program district-wide, (2.) make adjustments to the pilot program, or (3.) end the pilot program.
5. Pending the success of the custodial evening shift pilot program, the evening shift format will be phased in throughout the District during SY 2016-17 and SY 2017-18.
6. Moving approximately one-half (300) custodians to the evening shift will permit the reduction of the number of custodians needed to complete cleaning duties by providing better access to the areas of the campus when students are not in class. The reduction of positions will be attained through attrition with the target of reducing 40 full-time positions by the end of SY 2016-17 and 20 full-time positions by the end of SY 2017-18. The reduction of 60 positions at \$32,556 per position will create a financial savings of \$1,953,360. The projected cost of paying the evening shift differential for 300 custodians at \$1.10 per hour is \$686,400. The actual projected financial savings after paying the evening differential is \$1,266,960 after full implementation.
7. As part of the transition to an evening shift, the square footage assignment per custodian will increase to levels more in alignment to comparison districts for the purpose of determining school allocations. The square footage assignments per custodian will increase as follows:
  - High School: 23,700 to 24,800 s.f. in 2016-17 to 25,500 s.f. in 2017-18.
  - Middle School: 23,517 to 24,500 s.f. in 2016-17 to 25,000 s.f. in 2017-18.
  - Elementary School: 17,500 to 18,500 s.f. in 2016-17 to 20,500 s.f. in 2017-18.

  
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Paul Cruz, Ph.D.  
AISD Representative

3/23/16  
Date

  
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Ken Zarifis  
EA Representative

3/23/2016  
Date