

Ms. Perla Tabares Hantman, Board Member

SUBJECT: HURRICANE PAYROLL FOR HOURLY EMPLOYEES

COMMITTEE: INNOVATION, EFFICIENCY & GOVERNMENTAL RELATIONS

There are over 11,000 hourly employees in the district. Approximately 31% of these workers are categorized as permanent part-time and receive their pay during periods of emergency per their union contract. There are no contract provisions or Board rules regarding emergency pay for the remaining 69% of the hourly workers. These employees will receive no compensation for days that schools were closed for the hurricane emergency.

Most of these employees may get an opportunity to make-up their lost pay by working during the proposed make-up days. Some of the employees may not receive any future compensation for the time lost. Budget for hourly workers is provided to locations as a total appropriation. In many cases, these employees do not have regular work schedules and it would be difficult to determine the appropriate hours to be paid in the event of an emergency.

Since these issues are subject to collective bargaining and Board rule, the Superintendent should review the agreements and Board rules and submit a recommendation to the Board as to the appropriate action to take in future emergency declarations. These recommendations should be presented to the Board for direction prior to the reopening of the labor contracts.

ACTION PROPOSED BY

PERLA TABARES HANTMAN: Direct the Superintendent to review the labor contracts and Board rules and submit a recommendation to the Board at its February 15, 2006 School Board meeting as to the appropriate action to be taken regarding compensation for hourly employees during future periods of time when an emergency has been declared.