

# FCPS Employee Impact Committee

Report to Transportation Task Force

January 9, 2008

# Staff Impacts reviewed by job category

- Group A – Hourly employees
- Group B – School Administration
- Group C – Instructional staff
- Group D – Athletic coaches

# Group A – Hourly employees

- Custodians
- Administrative assistants
- Security
- Food service
- Transportation staff
- Bus drivers
- Trade/maintenance

# Group B – School Administration

- Principals
- Assistant Principals
- Athletic Directors
- Central Administrators
- Psychologists/Social Workers
- Food service management

# Group C – Instructional staff

- Teachers
- Instructional assistants
- Counselors
- Itinerant specialists, band/orchestra, psychologists

# Group D – Athletic coaches

- Athletic coaches
- Certified trainers

# Scenarios

(we generalized from the Flip committee scenarios just for ease of discussion)

1. Elementary school start time of 8 AM
2. High School start time of 8:30 AM
3. (Middle school in 3<sup>rd</sup> tier at 9:30 a.m.)
4. High School start time of 9:30 AM
5. (Middle school in 2<sup>nd</sup> tier of 8:30 a.m.)

# Elementary school start time of 8 AM

- Group A – Hourly Employees
  - Would have difficulty shifting schools to keep same hours and getting to other jobs on time
  - Buses would have to be parked in different places to reduce impact on bus drivers
- Group B – School Administrators
  - Minimal impact

# Elementary school start time of 8 AM (cont'd.)

- Group C – Instructional
  - Increases ability to take staff development courses after school
  - Would require adjustment in daily schedule
- Group D – Athletic coaches
  - Minimal impact

# High School start time of 8:30 AM

- Group A – Hourly Employees
  - Would have difficulty shifting schools to keep same hours and getting to other jobs on time
  - Central kitchens may have to staff differently in order to feed elementary schools
- Group B – School Administrators
  - Minimal impact

# High School start time of 8:30 AM (cont'd.)

- Group C – Instructional
  - Harder to get to staff development courses in the evening
  - May be less likely to sponsor clubs
  - May resign to work closer to home and avoid traffic
  - May be able to plan / prep before school
  - First period teachers may find more students who are awake/alert
  - Students may exhibit less disruptive behavior

# High School start time of 8:30 AM (cont'd.)

- Group D – Athletic coaches
  - May be more difficult to recruit teacher coaches

# High School start time of 9:30 AM

- Group A – Hourly Employees
  - Greater difficulty in getting to other jobs
  - To avoid traffic, might keep same early hours and work overtime, or take jobs outside the county
- Group B – School Administrators
  - Minimal impact

# High School start time of 9:30 AM (cont'd.)

- Group C – Instructional
  - More difficult to get to staff development courses
  - Positive for those who live locally but worse for those with long commutes
  - Might be willing to sponsor clubs *before* school if students could get there
  - More difficult to schedule second jobs
  - Planning and prep time before school
  - May enjoy students in first period classes being awake and alert
  - May find less disruptive behavior by students

# High School start time of 9:30 AM (cont'd.)

- Group D – Athletic coaches
  - Negative psychological impact of working after dark
  - Negative psychological impact of getting home after 7PM
  - Concern that practice time may be shortened and athletes won't be well prepared

# Bottom Line

- Most impacts relate to quality of life
- For some staff, quality of life may improve; for others, it may worsen
- It is difficult for the task force to estimate whether the net impact is positive or negative
- Traffic congestion throughout the county is likely to worsen, so traffic impact will worsen no matter what time school starts

# Committee members who participated in the meetings

- Jen Carley, Chair
- Jan Auerbach
- Rhonda Dumont
- Laurie Lindberg
- Jan McKee
- Bill Oehrlein
- Marlene Parker
- Bruce Steubner
- Chris Worley
- Brenda Zikowitz