

Information Requested * Custodial Services Staffing Levels

May 22, 2019

Superintendent Rigby:

In a recent response provided to the Union on April 22, 2019, the following questions and responses were memorialized (See the Union's questions in BLUE & the District's responses in RED):

24.) For a District the size of CUSD (i.e. student population), how do the District's custodial FTE's compare to conservative industry standards, as set forth by CASBO?

The District is unclear what the Union is referring to "as set forth by CASBO". The District is not aware of custodial FTE standards established by CASBO; however, a CASBO partner and third-party vendor, ActPoint, does offer a KPI system at a per pupil cost.

25.) In a meeting on April 19, 2019, Ms. Fitzgerald advised the Union that the District considered "campus sizes" when it determined proposed levels of cuts for custodial FTE's in 2019-20.

This is not an accurate statement. During the "Meet and Consult" process, the District explained to CAUSE that the proposed level of cuts was based on conversations with site leadership and student populations.

Q: What metric has been used to establish appropriate ratios of both (A) custodial FTE's in relation to student population, and (B) custodial FTE's in relation to campus, site, & facilities size.

See above

Q: What formula does the District use to determine or confirm that its staffing ratios associated with custodial FTE's are appropriate for a District the size of CUSD (students and campus sizes)?

See above

CAUSE Leadership couldn't imagine the CUSD cutting services critical the maintenance of our sanitation, health, and safety posture in the District; without first informing itself upon industry standards associated with these matters. Although the District's response does not clarify whether or not it utilizes the services of either a third party vendor (or any vendor for that matter), it does mention ACTPOINT.

Therefore, as the sole bargaining agent in the CUSD, the Union requests any metrics the District utilizes/utilized when examining appropriate staffing ratios related to both current and future custodial Full-Time Equivalencies (*hereafter*, FTE's) in the CUSD.

In addition, the Union request any summative documents that clarify the District's research in this area, to include charts, graphs, comparable data, conclusions, our any information that demonstrates the District's efforts to inform themselves on appropriate custodial FTEs.

Your prompt response is appreciated.

~ j. Hotchner * CAUSE President * CFT # 2216