

I'm here today to talk to you about some issues regarding our hourly employees. Our hourly employees are contracted for 7.5 hours a day, or 37.5 hours a week – that's not quite forty hours, so when they try to get to overtime, they have to work 2.5 hours above their contract before they can begin accruing time-and-a-half. This means that before we can begin rewarding people for going the extra mile, they have to give one first. Two and a half hours is a baseball game, running a concession stand, or cleaning up after a dance. So we ask our people to step up – go beyond their contract, but we don't begin to give them time and a half until they've already given. That's just fundamentally unfair. It is bad enough that the phrase "extra duties as assigned" in the teacher contract has become a catch-all phrase for "anything and everything whenever we ask for it" but to do that to the people who keep the heat on, clean the chalkboards, and do everything that lets teachers do their jobs, well, that's just not fair.

Now let's talk about Kronos. Who, what, where, when and why. That's what we teach our students to ask. But do we ask those questions ourselves? Sure we do – but due to limited time, I'm going to mention only two – the where and the why.

Where is Kronos? At every worksite, for all employees – and in almost 80% of the population, in our pockets. According to the Kronos website "when it comes to viewing employee punches on a map, employee activities are tagged with the name of a specific location, be it an address or site name." This app, which is needed for employees to use when the internet is out (and we all know the internet is never out in PWC Schools) employees must clock in with this mobile app saying that they are doing their job because the App is tracking their location. And according to Kronos' website: "Automated leave management and administration can have a dramatic, positive impact on employee morale". I'd love to meet the people who bought that line, as I have a bridge to sell them.

Why is Kronos here? Well that's the multi-million dollar question. How much are we spending on Kronos, how much is it going to save us by squeezing minutes out of our employee's leave time, and how long will it take before it begins to pay for itself? And in that amount of time, how much damage on employee morale will it have? To know that we have one more thing to do, one more layer of bureaucracy, designed to squeeze us just a little tighter, so that when we retire after giving a lifetime of service to the families of this county, that we get a few less dollars in our parting retirement checks. Now tell me – why are we creating a solution for a non-existent problem?

Thank you.