

TLC Minutes

Friday, January 10, 2020 - 10:30 am

Attendance: 16

1. Hiring and Staffing Coordinator: Brittany Johnson has been working very hard to get employees on board. A few employees have left after receiving they CDL. Discussion was set that maybe:
 - a. Contracts
 - i. Opposed: Employees can still leave after getting CDL.
 - ii. After leaving, the district has to get laws to fight. In conclusion: It's more money to fight instead of allowing the employee to just leave.
 - b. Sign- on Bonuses.
 - i. Opposed: We can't ask for money back or take money away from what they have worked.
 - c. Having a probation period of 90 days
 - i. Still in discussion- bring up at next TLC meeting
 - d. Rewards for retention.
 - i. An 8 hours survey is to be sent to all transportation staff on 1/13/2019.
 - e. Monitors becoming Drivers.
 - i. Monitors unable to pass DOT physical due to health issues. The department is willing to get with the District Nutritionist to sent up a plan for the employee, if they would like to continue to become a Driver.
 1. This is not an automatic job approval, you must pass a DOT physical to obtain your CDL
 - ii. Monitor Guidelines of becoming a Driver.
 1. Monitors must pass a DOT physical first.
 2. Monitors must have their CLP (commercial learner's permit) when applying for a driver position
 3. Applying for driver: there must be an opening to transfer job titles.
 - a. Get with Brittany Johnson for any information when becoming a driver.
 - f. We have 27 open driver positions as of 1/10/2020
 - g. New Driver getting help with student management
 - i. Hiring a floating monitor to help with student management so drivers can feel more comfortable.
 - ii. Discuss at next TLC meeting
2. It was confirmed by Admin, in the last 3 years Hays CISD 180 days employees turn-over rate is at its lowest.
3. Hays CISD is using "Unifirst" as a vendor and we are having complications with the company at this moment with wrong items sent and payment issues.
 - a. Moving forward Mr. Bonilla is looking for another vendor before we continue the shirts and jackets. Update at next TLC meeting.
4. Discussed how to replace Mr. Jeff Fann and Darby Major. TLC made motion and decided to go with the previous list to replace them.
 - a. 1st motion Mark Anderson
 - b. 2nd motion Richard Rodriguez
 - c. 14: In favor

- d. 0: Opposed
 - i. Mr. Bonilla will get with the employees next in-line if they would like to participate in the TLC.
 - e. Replacing the Vice President position for TLC: Jeff Fann (Former VP) declined and removed himself from the position.
 - f. TLC had a motion to not replace the Vice President for the school year 2019-2020. TLC continues without VP. Opening position for re-election next year 2020-2021.
 - i. 1st motion: Irma Hernandez
 - ii. 2nd motion: Phillis Scurry
 - iii. 14: In favor
 - iv. 0: Opposed
5. Questions:
- a. Lights at the Entrance
 - i. Up for discussion
 - b. Larger sign: Bigger then a current sign at the front entrance
 - i. Up for discussion
 - c. Food Truck
 - i. To have a better variety of food Mr. Bonilla is going to see if we can get food trucks to come to Hays CISD transportation department. Mr. Bonilla will find out if they will be able to come on property- Bring up at next TLC meeting.
 - d. Control Gossip
 - i. Offer getting a T.V
 - ii. Crafts at the tables
 - iii. Up for discussion
 - e. Food warmers:
 - i. Getting donations of food warmers from Child Nutrition.
 - ii. Bring up at next TLC meeting.
6. Comments:
- a. On the next board meeting we'll recommend to pay \$100.00 per leave day saved for a retiree person. Depending on the years of service it will be up to 70 days paid.