

TLC Informal Meeting (with Cabinet Members minus Dr. Wright)
03/11/22

Attendance:

Jonathon Falls
Liz Jiles
Lauralynn Parker
Elaine HERNsberger
Oscar Concha
Amanda Hughes
Kathy Singleton
Kaitlyn Holden
Andy Tilton

Guests:

Max Cleaver - Chief Operations Officer
Fernando Medina - Chief Human Resources Officer
Jeri Skrocki - Director of Safety and Security
Fili Bonilla - Director of Transportation
Brittany Hector - Secretary to Director of Transportation

Agenda:

1. Student badges
2. Pay raise for bottom line and equity adjustment throughout department
3. Student management proposal to be brought in house

Meeting began: 10:04 am

Mr. Cleaver informed us that Dr. Wright spoke with the Student Leadership Council and inquired as to why they weren't wearing their badges. Their response was "they didn't like how the pictures looked."

The students' solution was to be able to upload their own pictures. Ms. Skrocki stated that it was too long of a wait for that and that school picture would continue to be used. She also stated that there were many hiccups this year when the badges were introduced to each campus and that a communication and supply shortage hindered the district in enforcing and maintaining the badges. With things improving district wide and the new knowledge about lack of communication with the enforcement of the badges, the hopes are that next year things will be done and followed 100%.

TLC informed Ms. Skrocki that Transportation staff was instructed not to write students up for not having badges and that is why there is little-to-no paper trail in the TEAMS system on the lack of badge enforcement. Mr. Bonilla apologized and took credit for the mistakes and stated he will send an email out stating that we are allowed to write students up for not having badges. No student will be denied bus service for not wearing a badge.

Dr. Medina addressed the pay raise and equity proposal. He explained how the equity adjustment works. There is a cap on how much our job is worth based on "market" demand. Meaning that the district looks at all CDL holder jobs in the central area and bus driver jobs in surrounding districts and cities. They find a "top" tier number and that is the max value you can make in that field at that time. The district is state funded so they have to put a max cut off for budget reasons. When you bring the base/bottom line up to a higher value it creates a compression on the bottom line; doing an "equity adjustment" or decompression based on the current bottom line and the current max cut off in a field such as this would make the adjustment sometimes just pennies. Meaning that there will be some people who are upset because when the bottom line is raised and now someone with no experience is making the same as someone who has worked here for 5 years, but due to the max cut off even if we decompressed that amount it wouldn't be the bump that the people with experience are looking for. The district is funded by the state and just because the bottom line gets a dollar raise doesn't mean everyone gets a dollar raise. The equity adjustment is done when you are hired based on years of experience and the district off sets doing a yearly adjustment due to the 3% pay increase every year.

Good news is the Cabinet is pro pay raise for the bottom line and more hours for the monitors, it just has to be approved by the Board of Trustees during the budget meeting this summer.

Next topic is "in-house student management, " TLC presented a snippet of this project we are working on for approval for next year. We are wanting to bring student management back to transportation where we can have a better approval process and execution of matters that involve student management and discipline in the district. We feel that the campuses have a lot on their plates and we are the ones driving and witnessing the accounts. Ms. Skrocki acknowledged this idea but reminded us that when we start doing suspensions and discipline it has to follow certain due process laws and that we will have to bring in someone who will be specially trained on proper procedure. Dr. Medina and Mr. Cleaver liked the idea and agreed to look at the current policies in place and look forward to hearing our presentation once its finished.

Mr. Cleaver and Dr. Medina asked how the attendance incentive is affecting the staff on call outs and morale.

Mr. Bonilla had the numbers ready and explained that he is surprised and glad to see these boosts.

Out of 179 employees who qualify for the incentive:

- Jan- 99 received the \$75
- Feb- 127 received the \$75
- March was still in session so no numbers yet.

Everyone was glad to see these increasing numbers and the praise from employees liking the extra money for hard work.

Meeting ended: 11:30 am