

Transportation Leadership Committee Meeting 04/29/22

Attendance:

Liz Jiles
Lauralynn Parker
Oscar Concha
Ernie Bourdeau
Kelley Gutierrez
Rex Stewart
Kathy Singleton
Andy Tilton
Kaitlyn Holden
Jonathon Falls

SPECIAL GUESTS:

Max Cleaver
Fili Bonilla
Brittany Hector
Jessica Gonzalez

Meeting begin: 9:33 am

Agenda:

1. Leadership profile, pause in hiring of new assistant director
2. Address concerns from board meeting
3. Clarify TLC proposal

Max Cleaver opened up with opening remarks and today's agenda. He explained that they have put a hold on interviewing for the new assistant director of transportation opening and that Dr. Medina will come Friday May 6th to ask transportation as a whole what question(s) HR needs to ask for the leadership profile.

He then took us through a short debrief of the board meeting from Monday. Most of the TLC members have viewed the meeting online.

We discuss how the lack of communication spread negative facts throughout the different areas of the transportation department and how we need to fix those going forward and being more transparent.

He asked about Patricia Lira's statement to the Board of Trustees that, as a bus monitor, she doesn't get 8 hours if her driver isn't present.

Andy Tilton explained that when a driver is absent and we are short staffed that the route may be split up and given to other drivers who already have monitors. In this case, Patricia will help out where needed on another SPED or REG route but those routes may not be 8 hours long. Patricia also has the opportunity to ask for extra duties in wash bay, custodial, or sanitation to help fill the 8 hours. Andy also said that he talked to Patricia previously and explained the same thing to her.

Fili Bonilla explained that all employees are capable of working more hours to reach 8-hour days at any time - all they have to do is ask and sign up for the extra duties, but that most don't want to work the extra duties to make up those hours.

Fili also explained that employees who do not hold a CDL, like monitors, can take the School Bus Certification Class and drive the micro buses.

Max asked if employees who do that get paid like a driver when driving the micro buses. Bonilla said they are not paid as a CDL certified driver. Max said that needs to be corrected and they should be paid like drivers since they hold the same responsibilities when driving and transporting children.

Discussion of negativity in the department came up and that no matter what the outcome of certain decisions are that some people will always be negative. Max stated that any negative or incorrect statements made at the board meeting will be handled by the board. Max stated that if there had been better communication and transparency within the department as a whole that the situation could have been resolved internally without the need to escalate to the board.

The TLC explained again how the proposal was created and what factors were taken into consideration including survey results, verbal feedback and/or discussion among members in a meeting. No result was 100% conclusive. We examined the survey results combined with verbal feedback and looked at employee rates of turn over from the 6 to 8 hours and then presented what we thought was the best solution. We also considered how much paperwork and detailed review payroll had to do regarding time management and abuse of the time clock. We looked at those who actually work the 8 hours via route and extra duties and how many do not reach 8 hours a day. We looked at how disgruntled people were when looking at their paychecks and seeing "live dock" and negative numbers. We looked at how unfair it was for monitors not to be given an equity adjustment when the bottom line for the district moved up and how unfair it was to work the same hours on holidays and in-service days but only get paid for 5 hours while drivers got paid for 8 hours. In the end here was the proposal:

Bring the annual base pay to 6 hours but allowing everyone the opportunity to work up to 8 hours helping out where needed, provide equity adjustments across the whole department, place monitors on a pay scale like drivers, and raise the base pay for drivers to \$20 an hour to compete with the neighboring districts and housing costs.

When the TLC presented the proposal, we stated that we want all of the elements of the proposal implemented. If the entire proposal is not implemented then we want no changes. (All or nothing.) We were told to delay telling the department as HR needed to run numbers to see if the proposal was feasible. We never got word back.

Bonilla explained why offering part-time hours like AM or PM only or Monday-Wednesday-Friday options were not do-able in transportation because of the chance of call outs or absences.

Of 110 routes, 75 have at least 6.5 hours and 35 have 8 or more hours. Bonilla stated that last year he asked for drivers AND monitors to be increased to 8 hours but somehow only the drivers were approved.

Max thanked us for our time and ended the meeting.

Meeting ended: 10:45 am

The TLC stayed and discussed the board meeting and the TLC future until 11:12 am.