

May 10th 2024

Time 10am

Guests: Dr. Eric Wright, Max Cleaver, Christina Courson, Cassandra Behr, Jessica Gonzalez and Fili Bonilla

Council Attendance: Kaitlyn, Julian, Kelley, Elaine, Patty, Liz, Ernie, Laurelyn, Paulo, Alyssa, Veronica

Kaitlyn presents the slides put together by her and Jessica.

Agenda:

- 1) Bus Monitor annualization pay 6 hours vs 8 hours
- 2) Request for Operation Specialist pay adjustment due to budget concerns
- 3) Research results from surrounding districts about employee children ride along
- 4) Q&A

Q&A for the employee children ride along during route.

- 1) The child will need to follow same rules as the students.
- 2) The child will not be covered under the insurance the district has for enrolled students in the event of an accident, they will need to use their private medical insurance for coverage.
- 3) Most likely the driver will be moved to a route that will fit the space needed to transport a full bus and the employee's child, and no sped routes due to the nature of the students on those buses.
- 4) Suggestion to even start dropping of children at the ELC daycares on campus if the employee wants to pay for childcare. This is due to the fact that the daycares don't open in time for our transportation employees to get to work on time.

Conclusion: Dr. Wright and cabinet approved the monitors moving to 8 hours and to begin the process of establishing the google form and such for non-enrolled children of employees to ride along with employees.

Dr. Wright asked for what the budget impact, if any, would look like moving the ops to a 1:1 ratio for years of experience to help with the pay deficiency due to budgetary issues. Jessica is to look into it and get back to us.

END OF YEAR TLC MEETING

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BUS MONITOR

CURRENT EMPLOYEE EXAMPLE OF 6 HOUR VERSUS 8 HOUR ANNUALIZATION

Annualized pay 22/23 based on 6 hour day:

Annualized amount	\$16,491.60
Straight time paid	\$5,506.66
Total	\$21,998.26

Annualized pay based on 8 hour day 22/23 rates:

Annualized amount	\$21,988.80
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OPERATION SPECIALIST PAY VS LEAD DRIVER PAY SCALE DISCREPANCY

Ops Specialist:

24 yr = \$53,146.74

18 yr = \$51,895.91

13 yr = \$47,840.00

12 yr = \$50,985.30

Lead Driver Scale:

24 yr = \$55,126.40

18 yr = \$51,372.80

13 yr = \$48,520.80

12 yr = \$47,987.20

When pay is calculated lead drivers receive 1 for 1 credit for school bus driving years. Our Ops are given 1/2 credit for school bus driving years. Both positions require them to Sub drive a school bus and have a CDL with the P&S Endorsement.

Recommendation made last year was to move Ops Specialist from AU08 to AU10 due to level of responsibility as supervisors that puts them more inline with Shop Foreman. Also the discrepancy in pay that came from the Lead driver pay scale.

Due to the district budget deficit we know moving from an AU08 to AU10 is not likely, but we recommend that the Ops Specialist be re-evaluated by our Compensation Administrator on a 1 for 1 for school bus driving credit.

EMPLOYEE'S CHILD RIDE ALONG

Del Valle ISD is the only district to allow non enrolled children of employees to ride along on route in the area.

They fill out a Google form for consent.

The children are expected to follow the same rules and expectations of the district.

Recommendation to allow this to help get more drivers hired who struggle with child care.

Also help when current childcare can't watch the students or when the child goes to a neighboring district the child attends is closed and and childcare is unavailable that day.

Other districts called were Austin ISD, Wimberley ISD, San Antonio ISD, San Marcos ISD, Lockhart ISD. These already do the same procedure as we do with enrolled students.

Q&A

THANK YOU!