

TLC Meeting 9/29/23
9:55AM to 11:10am

Attendance:

Kaitlyn Holden
Liz Jiles
Ernie Bourdeau
Laurelyn Parker
Elaine HERNsberger
Kelley Gutierrez
Steve Wright
Paulo Hernandez
Alyssa Sanchez
Rosie Sanchez
Patty Gonzalez
Veronica Garcia

Agenda:

- 1) Dr. Wright presentation updates
- 2) Group discussion of current concerns in the department from employees

The meeting date/time for the presentation to Dr. Wright has not been confirmed. TLC Secretary Kaitlyn Holden has emailed all parties.

The proposed agenda for the presentation/meeting is as follows:

1. Request an 8hr guarantee of work for Monitors and review the pay scale
2. Propose a raise for OPS/Camera/Hazard staff
3. Address the 10% pay gap between Drivers/Leads/OPS
4. Consider the creation of a "Transportation only" pay scale, all Transportation positions included on same document.

Topics brought up for discussion are open. Committee members get 5 minutes to state their concerns.

SPED drivers/monitors bring up the chaos that having no monitor on the SPED trips creates. Besides a major safety issue for the children, it is also a safety issue for drivers. We were told that the monitors were not being paid for with the trip funds by the schools, and that teachers were trained on how to securely strap in students or in wheel chairs. This has proved to be false, not only are the teachers stating that they do not know how to do this they are refusing to do it. This puts all the work on the driver including the responsibility of watching the students while driving. The teachers are on their phones and not watching the children. We are planning to discuss this with Shaun and see what he recommends to address the concerns. TLC recommendation is that SPED trip will require a monitor and it is mandatory that the trip sheets be written to reflect this requirement. Alternately, SPED personnel need to attend training by Safety Coordinator Vicki Hunter and Transportation staff once a year to refresh and make them responsible.

Regular drivers requested that we bring back the once-a-month refresh training for new hires after they have passed their tests and have been driving their routes alone. This would include student management and SMART Tag lessons.

We are continuing the talk about in-house childcare for staff. Providing childcare would allow us to hire people who cannot find childcare as early or as late as we come in to work. We workshopped this last year and have yet to find the hard proof we need to move forward with this proposal. We will continue our research by contacting other districts who provide this perk. We hope this would reduce absences.

In the event we are short staffed and a monitor has to be pulled from an IMPACT route, the chances of student misbehavior increases. IMPACT routes do not require a monitor but for safety reasons someone is always on the trip. When we are short staffed and a monitor needs to be pulled because they have proper training, we are asking that a non-CDL holder staff BE placed on the bus to help reinforce safety and security on the trip.

It has been brought to the attention of the TLC that some Beacon Hill staff feel that their concerns are not being brought forth to the council. The staff are hesitant to speak up to the COOR for fear of losing their jobs or other retaliation. Since two members are moving into the at-large positions on the council due to job title change, we are exercising the bylaw as follows;

III. Council Members

Positions and vacancies are filled as the Council requires, specifically in the event that there are specific areas of expertise required to meet the needs of the department. In the event that a position becomes vacant in the middle of term the council has a week to set up a voting box, members of that position (i.e., monitors) should nominate and vote on that new TLC member to represent them.

We have sent an email out to each Beacon Hill staff member and explained the nomination and voting timeline.

Another issue was brought forth regarding the application of clear ceramic tint on the bus windshields. We will ask Safety Coordinator Vicki Hunter about any safety concerns associated with the tint. We will also ask for information on appropriate school vendors and what procedures need to be followed for implementation, if approved by the director.