



**Transportation Leadership Council  
Minutes for: September 27, 2019  
Hays CISD Transportation Center, Training Room A**

Call to Order: 9:35am  
Attendance: 18

Dr Wright

### Introduction/Greeting

- Dr. Wright opened with a greeting and congratulations for being elected as representatives
- Ice breaker- introductions and one positive thing that has happened recently To encourage building relationships to better function together. Important to focus on the positive and work toward bringing solutions, not excuses.

### By-Laws

- Council is to be solution based in our approach. Presented and reviewed by-laws. As a collective group, assessed what needed to be added.
- Under II. Purpose, amend to state: “recruitment and retention of” This brought up concerns for the retention: pay rate concerns, ease of returning to employment, idea of possible contracts for a set number of years.
- III. Council Members-Discussion of the length of terms and office positions.
- IV Structure- Discussed understanding that the elected offices will chair future meetings,
- V Roles- We want to function as a corporate body. Support TLC vote as a whole and represent ourselves that way to department.
- VI Procedural- Meeting will occur three times a year. The Executive Council may call a special meeting at any time. Written notice of any upcoming meeting must be sent prior. As with other district committees, this information will be made available online.
- VII. Vetting agenda items- personal/specific individual grievances need to go through proper channels, not the TLC. Common themes may be addressed. The Executive committee will vet items to be included on agenda.
- Tommie Martinez motioned to accept these by-laws as amended. Seconded by William Donnelly. Passed without dissent.

### Nominations

- Opened the floor for nomination for Chair. Jeff, Lilia, Kathy, and Mark were nominated. Votes tallied as:
  - Jeff-3
  - Lilia-4
  - Kathy-1



Mark-3

Darby-1

- Lilia Peterson was elected as Chair of TLC.
- Opened the floor for nomination for Vice Chair. Jeff, Mark, Kathy, Mona, and Kathy were nominated. Votes tallied as:
  - Mark-1
  - Jeff-4
  - Mona-3
  - Kathy-4
- Run off vote resulted in Jeff Fann being elected as Vice Chair of TLC
- Opened floor for nominations for Secretary. Kathy was nominated and unopposed. Kathy Rye was elected as Secretary of TLC.
- Executive Committee will comprise of Lilia Peterson, Jeff Fann, and Kathy Rye.

#### Issues/Concerns

- Concern from Beacon Hill was brought forward about sub-drivers. Their assignments and schedules.
- Overlooked demographics- stay at home parents. Hesitations and concerns about getting CDL. Idea of a testimonial video to be used. Record in English and Spanish to reach larger audience.
- Childcare options as compensation. We can look into existing district programs and onsite service possibilities.
- Recruitment practices- Review current practices and improve communication with prospective employees. Concern about the follow through with applicants. We need to start utilizing courtesy calls/emails to notify of status.
- Retention- Many concerns about 5hour "limit/guarantee" and the change to the Catastrophic Leave Bank. Clarification on amortization.
- Support for Class A license for the shop staff. Ability to help with the wreckers and semis.

#### Vetting process

- All concerns/issues can be taken by any member of the TLC. These will need to be submitted to the Executive Committee to review and be added to the agenda.
- We will be renaming the COO Suggestion Box to the TLC Suggestion Box. These keys will be held by the Executive Committee members.

#### Next meeting

- To discuss a few of the items listed above, we will want HR present at the next special meeting. Dr. Wright proposed October 11<sup>th</sup> at 9:30am. All agreed.

Adjourned meeting at 11:42am