

Board Counterproposal #1

August 5, 2021

MEMORANDUM OF UNDERSTANDING

Department of Transportation Services Targeted Attendance Incentive Program

Pasco County School's Department of Transportation Services will be conducting a one-year Pilot Program, during the 2021-2022 school year only, unless otherwise mutually agreed upon, to gauge the level of participation by its **Bus Drivers** in a Targeted Attendance Incentive Program (TAIP). In recognizing that the COVID pandemic has magnified both the critical need as well as the current shortage of bus drivers, the TAIP has been endorsed by the District and Union.

The Program:

1. The Targeted Attendance Incentive Program (TAIP) is for bus drivers and relief bus drivers only.
2. Transportation Services has identified 80 days out of the 189 days in the bus driver and relief bus driver calendar (calendar 490) that have been days in previous years where attendance has been dramatically low and where it is vital to the successful operation of the Transportation Department that our garages are adequately staffed.
3. 20 days in each quarter of the school year have been identified as the targeted days for the TAIP.
4. Drivers can receive up to \$1,025.00 in additional compensation by working the targeted attendance days in each of the four quarters of the school year. If a driver does not qualify for the stipend in any given quarter, they remain eligible to ~~restart the incentive sequence for~~ still receive the stipend in the following quarter(s). The breakdown by quarter is as follows:
 - a. ~~\$150.00~~ \$250.00 for an ~~initial~~ initial qualifying quarter one;
 - b. ~~\$200.00~~ \$250.00 for a ~~second consecutive~~ second qualifying quarter two;
 - c. ~~\$275.00~~ \$250.00 for a ~~third consecutive~~ third qualifying quarter three;
 - d. ~~\$400.00~~ \$275.00 for the ~~fourth consecutive~~ fourth qualifying quarter four (the full school year).
5. For a driver to be eligible for the stipend each quarter, they must have perfect attendance for the identified 20 days. Perfect attendance is defined as being at work for the entire day of the driver's assigned shift for the entire 20 targeted days of the quarter. Drivers must also meet expectations in the area of attendance for the other workdays in the quarter and not receive any documentation for poor attendance in order to be eligible for the stipend for that quarter.
6. Drivers who are unable to report to work for the entire day on the targeted days, regardless of the reason, are not eligible for the stipend for that quarter.
7. Targeted Attendance Dates:
 - a. The 20 days identified in quarter one that drivers must have perfect attendance are the following: August 6, 10, 11, 12, 13, 16, 17, 18, 19, and 20; September 3, 7, 17, 20, 24, and 27.; October 1, 4, 8 and 15.
 - b. The 20 days identified in quarter two that drivers must have perfect attendance are the following: October 19, 22, 25, and 29; November 1, 5, 8, 12, 15, 18, 19, and 29; December 3, 6, 10, 13, 14, 15, 16 and 17.
 - c. The 20 days identified in quarter three that drivers must have perfect attendance are the following: January 4, 7, 10, 14, 18, 21, 28, and 31; February 4, 7, 11, 14, 18, 22, 25 and 28; March 4, 7, 10 and 11.

- d. The 20 days identified in quarter four that drivers must have perfect attendance are the following: March 22, 25 and 28; April 1, 8, 14, 18, 22, 25 and 29; May 6, 13, 16, 17, 18, 19, 20, 23, 24 and 25.
- 8. The District and Union agree that the TAIP and compensation outlined in this memorandum is contingent upon state and/or federal approval of the District's plan to utilize federal COVID relief funds (i.e., ESSER I/II and/or America Rescue Plan funds) and receipt of these funds for this one year pilot. The District will advance the cost of the first quarter's incentive in anticipation of state and/or federal approval of the District's plan. If the District's plan is approved, the cost of the first quarter's incentives will be charged back to the applicable COVID relief funding source. If the District's plan is not approved, the District and union agree to discontinue the TAIP after all first quarter incentives are paid.~~The parties understand and agree that state and/or local funds are unavailable to fund this program. In the event that funding is made available for the use of this Program, the Board and the Union agree to begin the implementation of this MOU in anticipation of ratification, and to meet during the year to resolve issues or concerns that may arise as a result of this memorandum.~~

Pam Neesham
For the Board

August 5, 2021
Date

Wynne M Cowall
For the Union

8/5/2021
Date