

## MUTUAL PROPOSAL

December 2, 2021

### MEMORANDUM OF UNDERSTANDING

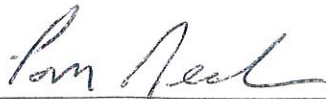
#### Transportation Mid-Year Tier Change

Due to an unprecedented critical shortage of transportation employees causing both loss in instructional time for students and creating unreasonable stress on current transportation employees, the District has approved a move from a three-tier schedule to a four-tier schedule, effective January 4, 2022. By creating a four-tier system, thus condensing routes in order to gain the benefit necessary, certain transportation practices will need to be repeated. Since many routes may change substantially while others may have minimal change, it will be necessary to post the new routes, bid on the new routes, and complete a new trial run day so employees may get familiar with the new routes. As such, the District and Union agree to the following:

- 1. Route Posting Viewing:** All transportation employees were able to view the new routes at each of the six compounds beginning Wednesday, December 1<sup>st</sup> through Friday, December 3<sup>rd</sup>. On or about Friday, November 19<sup>th</sup>, routes were also made available to view online by accessing BusPlanner Web through myPascoConnect. **The Transportation Committee, USEP and Trans Ops wanted drivers to have every opportunity to view possible routes prior to Pick Day.**
- 2. Mid-year Route Selection:** School bus drivers will select new routes beginning on Monday, December 6<sup>th</sup> and continue through December 7<sup>th</sup> if necessary, at each of the six compounds. Routes will be selected via seniority order and drivers will be advised by their compound on a timeframe to report to make their selection. Each driver will have five (.05) minutes to select a route. If a driver cannot attend the route selection, they must leave specific, written instructions (proxy) regarding the route they would like to be selected in their absence with their Area Manager or Field Service Specialist. If a driver does not attend the route selection and does not provide written instructions (proxy), a route will not be selected for them, and they will be moved to the bottom of the seniority list for this route selection. Relief bus drivers do not need to attend route selection. Transportation Assistants will select new routes on Thursday, December 9<sup>th</sup>, at each of the six compounds. Routes will be selected via seniority orders and transportation assistants will be advised by their compound on a timeframe to report to make their selection. Each transportation assistant will have five (.05) minutes to select a route. If a transportation assistant cannot attend the route selection, they must leave specific, written instructions (proxy) regarding the route they would like to be selected in their absence with their Area Manager or Field Service Specialist. If a transportation assistant does not attend the route selection and does not provide written instructions (proxy), a route will not be selected for them, and they will be moved to the bottom of the seniority list for this route selection. School bus drivers and transportation assistants will not receive compensation for participating in their mid-year route selections. **This provides the same scenario as beginning of the year Pick Day and was agreed to by USEP and the District that this is the ONLY method that preserves seniority for all employees.**
- 3. Trial Run Day:** In order for transportation employees to get accustomed to their new routes, all school bus drivers, relief drivers, and transportation assistants will report to their compound at 8:00 am on Monday, January 3, 2022, in order to drive/ride their new route. The hours for

January 3<sup>rd</sup> are from 8:00 am to 4:30 pm, with a half hour for lunch. January 3<sup>rd</sup> will be a paid day for all employees that attend. In the event an employee is unable to attend, they will not be able to utilize sick leave, or any other type of leave. This is an extra, previously unscheduled paid day for drivers and assistants if they arrive at the compound, sign in and complete their new routes. Once the route is completed, employees may sign out and leave and will be paid for the full 8-hour day. (This more than makes up for the Pick Day time and is a win for these employees). There will be no discipline for employees not reporting for work on January 3, 2022, however, they will not be paid for the day.

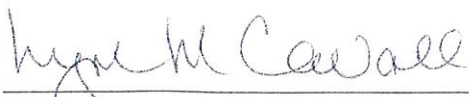
4. **Bus Assignments:** Bus drivers will keep their bus from the fall route selection as long as the bus assignment meets the needs of the new route for the second semester. In the event the bus does not meet the selected route's needs, or another driver's new route requires an AC and/or lift bus, a bus re-assignment will be required based on seniority. As always, all bus assignments are subject to change. Only the route's needs or an employee's accommodations dictate current bus removal. It is NOT an arbitrary decision.
5. **First Day of Second Semester with Students:** On Tuesday, January 4, 2022, all transportation employees will report to their designated compound at their new scheduled AM report time. First day of the 4-tier bus routes.
6. **ESE Guarantee:** No ESE school bus driver or transportation assistant will lose time that they still have from the fall route selection unless there are open routes in the mid-year selection at or above the guaranteed hours from the fall route selection (their current route), and those new hours are offered and refused, then the employee will no longer be guaranteed the hours from the fall route selection. However, if a driver selects an ESE route in the mid-year selection that is more than the driver's current guarantee, the guarantee will be increased to reflect the hours of the new, mid-year route selection. Only a driver's decision will lower the ESE guarantee. Should a driver pick an ESE route longer than their fall route, the new route will be the guaranteed hours.
7. **Relief Bus Drivers:** Any relief bus driver wanting to reenter the selection process as a bus driver, must notify their Area Manager, in writing, that they intend to do so, by 4:30 pm on Friday, December 3, 2021. By doing so, they will be eligible to select a route based on their seniority. Relief drivers still have the option of becoming a regular driver with proper notification.



For the Board



Date



For the Union



Date