

# MINUTES

## OESPA CBLT

RBELC, 8<sup>th</sup> Floor, Conference Room A

August 11, 2022

### In Attendance

Yolanda Anderson	OESPA	Annette Henry	OESPA	Sophia Pollard	OESPA
LeighAnn Blackmore	District	Ernest Jean-Baptiste	District	Christina Pretorius	OESPA
Robin Bolden	OESPA	Rivers Lewis	District	James Preusser	District
Warren Davis	OESPA	Scott Lindsey	District	Michelle Stile	OESPA
Jennifer Fowler	District	Clyde Mitchell	OESPA	Helen Tyree	OESPA
Temika Hampton	OESPA	Ron Pollard	OESPA	Julio Vazquez	OESPA
Theresa Harter-Miles	District				

### Additional Attendees/Guests

Jasmine Barillas	OESPA		
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### OESPA Presentation

OESPA

OESPA presented a summary on proposals/counter proposals as follows:

- Bonus and Wage Increases
  - Counter proposal of \$3,500 with a recurring 25¢ per hour for all employees. The bonus should be paid \$1,167 in October/November, December and a date to be determined
- Letter of Understanding – Wages
  - Counter proposal to revisit if any other employee gets more than the \$3,500/25¢
- \$1,000 Bonus
  - Agree and ready to sign a Memorandum of Understanding
- Health Insurance
  - No changes for 2021-22
- Route Bid Process, Additional Hours and Job Descriptions
  - Agree to District's counter proposals
- Sign-On Bonus
  - Not necessary, extend \$1,000 bonus to all new hires

- Perfect Attendance Bonus in exchange for Combo Pay
  - The first day of school was a disaster, late arrivals, not in the best interest of students
  - Delayed dismissal, autism children impacted due to noise and delays, busses couldn't get in to school, missed therapies
  - Students 45 minutes late to class because of late busses, not scheduled for dismissal bus, not tested
  - 650 routes, 600 drivers, drivers had to return
    - AM – 45 minute cushion, PM – no cushion
  - Tons of parent calls at schools because Transportation not answering phones, website crashed (Find My Bus), crashed Monday
  - Difficult to get on campus due to parent cars, students from last year not on route sheets
  - ESE student dropped off at wrong schools
  - Parent traffic backed up
  - Glenridge Middle – 12 busses late, no way to call Transportation, Skyward crashed, end of day students left behind, Transportation was no help, parents brought for morning but expected to bus home
  - Students left at stops because busses at capacity
  - Transportation didn't own problem, blamed drivers
  - Massive traffic jam delayed busses
  - Classified employees stepped up, not sustainable
    - Can't exploit, need a living wage
  - Combo pay only solution, upper management in Transportation are incompetent
- Union Leave
  - Increase union leave days from 75 to 105 days to match the other bargaining unit
  - Membership has grown by 500 members

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#### District Response

District

The District requested OESPA proposals on union leave, combo routes, the Letter of Understanding counter proposal, and the revised counter proposal to District Proposal #1. (See Appendices A through C)

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#### OESPA Response

OESPA

OESPA will withdraw the perfect attendance counter proposal for the combo routes due to mental health concerns.