

MEMORANDUM OF UNDERSTANDING #10
Transportation Combo Routes
August 9, 2023

Timeframe for Combo Routes Program for 2023-24

The Combo Routes Pilot Program will begin August 10, 2023, and expires May 24, 2024.

Definition of Combo Route:

A bus driver or bus monitor is entitled to combo pay at the direction of a manager, section lead or dispatcher, in one of the following circumstances:

- Driver absence
- Delay greater than twenty (20) minutes
- Bus breakdown
- Accident
- Open Route/No assigned driver
- Other circumstance deemed to be an emergency, as determined by a manager

The following circumstances do not apply:

- Double Backs which are a regular part of a driver's/monitor's bid awarded or assigned route
- Field Trips
- Middays
- After School Programs
- Saturday School

Eligible Positions

Combo pay is awarded when a bus operator or bus monitor transports students outside of his/her bid awarded route, for the circumstances outlined above. In the event a bus monitor's bid awarded route becomes a "monitor not required" route and the bus monitor does not secure a "monitor required" route during subsequent bid periods, the monitor will remain on the original bid awarded route. The bus monitor must bid on a monitor-required route at the next scheduled bid.

Driver Trainers and CDL Examiners who transport students for the circumstances outlined above are eligible for combo pay as defined below, if they transport students outside their assigned route for the day.

Temporary bus operators are defined as: new drivers assigned a route after a bid period, new bus operators who were not successful during a bid period, or bus operators whose route is deleted. These drivers are eligible for combo pay as defined above.

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Assignment of Employees

Bus operators, bus monitors, driver trainers and CDL examiners shall only be assigned combo routes by a manager, section lead (as approved by a manager) or Dispatch (emergencies only with subsequent approval by a manager).

Bus operators and bus monitors must keep one or more of their assigned runs in order to be eligible for combo pay.

Compensation

Compensation shall be paid at a flat fee of \$25 for morning combo(s) routes and/or \$25 for afternoon combo(s) routes with a maximum of \$50 per day.

Method of Payment

Bus operators, bus monitors, driver trainers and CDL examiners shall submit the completed TS-7B to his/her manager at the end of the last day of each work week (Wednesday) or no later than the end of the next business day (Thursday). Failure to timely submit the TS-7B may result in a delay in payment.

Training

Management agrees to provide implementation training for all relevant parties prior to implementation of the combo routes pilot program.

Review of 2023-24 Combo Routes Pilot Program

The parties agree to meet to review implementation of the 2023-24 Combo Routes Program 30, 60, and 120 days after initial implementation. Through mutual agreement, the parties may modify this pilot program based on the implementation review.

This MOU expires June 30, 2024.

For School Board of Orange County, Florida:

For Orange Education Support Professionals
Association:



LeighAnn Blackmore
Director, Labor Relations



Ronald Pollard
President