

# MINUTES

OESPA CBLT  
Oak Ridge High School

March 2, 2021

## In Attendance

LeighAnn Blackmore	District	Stephanie Heron	District	James Preusser	District
Robin Bolden	OESPA	Glarsnell Jean-Charles	OESPA	Christina Pretorius	OESPA
Lindsey Bowlin	District	Rivers Lewis	District	Michelle Stile	OESPA
Beth Curran	District	Clyde Mitchell	OESPA	Helen Tyree	OESPA
Warren Davis	OESPA	Judith Padres	District	Julio Vazquez	OESPA
Jennifer Fowler	District	Ron Pollard	OESPA	Byron Wilson	OESPA
Temika Hampton	OESPA	Sophia Pollard	OESPA	Mike Winter	District
Annette Henry	OESPA				

## Additional Attendees/Guests

Kim Frye	District	Bill Wen	District	
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## Bereavement Leave

OESPA

OESPA indicated that they accept the District's latest counter proposal on Bereavement Leave.

The District indicated they would prepare the Tentative Agreement and send to OESPA for signature.

## Route Bid Process – Appendix B-2

OESPA

On February 23, 2021, OESPA agreed to accept the District's latest counter on Appendix B-2, Route Bid Process. At today's bargaining session, OESPA indicated a concern with the number of route changes and would provide a counter proposal to the District. OESPA further agreed to allow the District to proceed with the March 5, 2021, bid with the new definition of "open routes".

## Perfect Attendance Bonus

OESPA

OESPA inquired regarding the Perfect Attendance Bonus. OESPA would like to add medical relief of duty as an additional exemption.

The District requested OESPA to prepare language regarding the additional exemption.

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Maintenance Uniforms	OESPA
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The parties agreed to discuss the latest proposal during caucus.

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Wages	OESPA
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OESPA inquired regarding the status of a wage increase for the 2020-21 school year.

The District restated the rejection of OESPA's proposal on September 21, 2021. While the District was held harmless for the reduced student enrollment as compared with the projections for the 2020-21 school year, the District has no recurring dollars for wage increases. The District is willing to consider a bonus and awaits a proposal from OESPA.

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CAUCUS	District/OESPA
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The parties took a short caucus.

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Route Bid Process – Appendix B-2	OESPA
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OESPA presented a counter proposal. (See Appendix A)

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Maintenance Uniforms	District
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The District withdrew this proposal.

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Requests for Information	OESPA
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OESPA expressed concern regarding the timeliness of responses to requests for information.

The District sent responses to all outstanding requests for information with the exception of two items for which it is awaiting further information from the responsible departments.

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Future Meetings	District/OESPA
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The parties agreed to schedule several union-management meetings (UMMs) prior to the next bargaining session.

# Appendix A

# OESPA COUNTER PROPOSAL TO DISTRICT PROPOSAL #6

## Frequency of Bids

### March 2, 2021

#### APPENDIX B - 2

#### Transportation Services

#### Route Bid Process

The Route Bid process as outlined below applies to bus operators and monitors. It does not apply to summer routes.

1. During the school year all open routes shall be posted for bidding ~~four~~ three (3) four times. Management reserves the right to change the frequency of bids or the months in which the bids are done. In the event of such a change, employees will be given at least a month's advance notification that the change will occur and provided the new bid information. Notification will include posting to the Transportation website, postings in employee lounges/break rooms and notification to OESPA.

An open route includes:

- Newly created routes
- Routes vacated by retirement or termination
- Routes vacated by previous bid
- Routes whose bus operator or bus monitor is on an extended long term leave, no longer receiving payment from OCPS payroll or sick bank and FMLA eligibility has expired.
- ~~Routes that do not have a probationary bus operator or bus monitor~~

2. A list of bid dates shall be posted prior to the beginning of preplanning. Simultaneously, a copy of these dates shall be provided to the union. The OESPA President (or his/her designee) may attend and observe the bid process.

All route postings shall include the route number, bus number, manager, parking location, approximate route time, schools served and location of stops. The routes shall remain posted for at least 5 duty days and close at 4:00 pm on the 5th duty day.

3. All routes are subject to change by the routing department based on management decisions regarding the level of service to be provided, program changes, changes in student riders, as well as the additions and deletions of stops that have a safety or financial impact to the District.
4. Routes shall be awarded to the employee with the most seniority. For the

# OESPA COUNTER PROPOSAL TO DISTRICT PROPOSAL #6

## Frequency of Bids

### March 2, 2021

bidding process the seniority date used is the first day in a benefited position as a bus operator/monitor. If the employee has a break in service with transportation, the employee's seniority for the bidding process will change to reflect his/her new benefited date as a bus operator/monitor. In case of a seniority "tie", a deck of cards will be used to determine the winner. A card will be drawn for each bidder and the winner shall be determined by the highest card. Aces and jokers shall be removed from the deck.

5. Bus operators and monitors who bid shall be notified of their bid result within five (4) duty days after the bid process closes. Once the employee has been awarded a bid he/she must take the route and remain with that route until the next open bid.
6. New bus operators and bus monitors will be administratively placed, when possible, on a vacant route ~~for the first 60 calendar days of their probationary period. After the 60 days have been met t~~The probationary bus operator or bus monitor may bid on the next open route bid. Any administratively assigned open routes will be posted ~~once the probationary bus operator or bus monitor has completed the required 60 calendar days~~. Assignments for probationary bus monitors may change due to the IEP requirement of the student(s) and management's need to serve such student(s).
7. Awarded bids will not take effect until the successful bidder has completed the seating chart, registration cards, student safety referrals and cleaned their bus for their current route. Bus operators or bus monitors who are awarded bids during the FEFP count period shall remain on their routes until the close of the count period. Upon award of the bid, the bus operator or bus monitor is to familiarize themselves with the route and complete a dry run prior to taking over the route. Bus operators must use a school bus when completing dry runs. This allows the bus operator to observe and report conditions and hazards to the school bus.
8. Bus operators or bus monitors who are on an extended leave of absence or worker's compensation leave shall not be permitted to bid on a route until they return to work full duty with no restrictions that would keep them from performing all the essential functions of their job responsibilities as a bus operator and/or bus monitor.
9. If routes are consolidated by the routing department due to reduction in service needs, the bus operator or bus monitor with the most seniority will be

# **OESPA COUNTER PROPOSAL TO DISTRICT PROPOSAL #6**

## **Frequency of Bids**

### **March 2, 2021**

given the consolidated route. The bus operator or bus monitor removed after route consolidation will be required to bid on the next available cycle.

10. If a route becomes available after the last bid in ~~April~~ March April, it will be filled by a permanent substitute for the remainder of the school year. The route shall then be posted in accordance with item 1 of this procedure, for the beginning of the next school year.
11. Management reserves the right to reassign either a driver, a monitor or both to another route based on the operational needs, allocations, organizational changes at the work location, a change in the student(s) assignment or school needs, the employee's need for additional training, or any other job performance related matter.
12. A managerial reassignment shall not be done in a punitive manner. The employee shall be provided notice of at least 48 hours prior to such change. If the reassigned route has fewer hours, the employee shall be kept whole for the bid route hours, provided he/she accepts extra work assignments that make up the difference. If the employee refuses extra work assignments, the employee's work hours will be adjusted to the hours of the reassigned route. The employee shall be allowed to bid a new route at the next bid cycle, in accordance with the route bid process.
13. A meeting shall be held between the supervisor and the employee explaining the need for the route change. If the supervisor is not available, another member of management may meet with the employee to explain the change.