

OESPA-CBLT
Monday, June 26, 2017
8:30 am - 4:00 pm
Wekiva HS - Media Center

| | | |
|------|-----------|--------------------------------------|
| 8:30 | Caucus | |
| | -OESPA | Private Conference Room/Media Center |
| | -District | Media Center |

Joint CBLT Media Center

| | | |
|------|-------------------------------|-------|
| 9:45 | Compensation for Combo Routes | Joint |
| | -Definition | |
| | -Language | |
| | -TA | |

| | | |
|-------|-----------|-------------|
| 11:00 | Insurance | Beth Curran |
|-------|-----------|-------------|

| | | |
|-------|--------------|-----------------|
| 11:45 | Compensation | Patricia Walker |
|-------|--------------|-----------------|

**** Lunch ****

1:00 - 2:30

| | | |
|------|--------------|-------|
| 2:30 | Compensation | Joint |
|------|--------------|-------|

| | | |
|------|---------------------------|-------|
| 3:15 | TAs & Conforming Language | Joint |
|------|---------------------------|-------|

| | | |
|------|---------|--|
| 4:00 | Adjourn | |
|------|---------|--|

OESPA Bargaining Minutes
June 26, 2017
Wekiva HS – Media Center
8:30 am – 4:00 pm

Meeting Notes

The following meeting notes represent a summary of the discussions that took place during the OESPA-CBLT on June 26, 2017.

OESPA and the District caucused separately from 8:30 – 9:45.

I. Compensation regarding Combo routes

There was much discussion regarding combo routes. Defined, combo routes are the changes a driver makes to his/her bid route to accommodate the transport of students for a driver that is out. The district proposed incentives for drivers who do combo routes in hopes of accomplishing two things:

- A. Rewarding drivers who perform combos
- B. Encourage drivers who call out to come to work and possible earn the additional combo money

There was much discussion regarding the amounts the drivers should be paid, separating the A.M. from the P.M. combo, making a distinction between combos driven on Tuesday, Wednesday and Thursday (when attendance is bad) from the combos driven on Monday and Friday (when the bad attendance peaks). There was also much discussion around the length of this pilot, what management would use as an indicator to determine the continuation of the pilot and management's right to end the program if driver/monitor attendance did not improve. Further discussion included the need for a very clear definition of what constitutes a combo so no driver or monitor would feel misled.

Other discussion surrounded the driver's right to refuse a combo, the geographic proximity of the combo to the driver's normal route, select drivers getting combo and other drivers being excluded.

Question: Will substitute drivers (formally known as relief drivers) be eligible for this combo incentive.

Answer: Since substitute drivers are already a paygrade higher than bus operators, and they are guaranteed an eight hour day/40 hour week, and they are paid to provide substitute driver services, they would be excluded from the combo incentive pilot. They cannot be paid for the same job twice. By definition of a combo, every time a substitute

driver drives, he/she is driving a combo route. The substitute driver is ineligible for the combo incentive.

The initial proposal from the district did not include monitors but OESPA made the request and monitors were added. If a monitor is on the bus with a driver that proves a combo, both driver and monitor will receive the respective combo incentive. OESPA also requested that the driver's right to refuse a combo assignment be included in the language to be signed. It was noted by the district that drivers are already driving combos with NO monetary incentive. This is simply a pilot to offer an incentive for the drivers who take on the added responsibility.

OESPA caucused to discuss the final offer, with the edits, before signing.

When the joint CBLT reconvened, the CBLT signed both a Tentative Agreement (TA) Memorandum of Understanding (MOU) regarding Compensation for Combo Routes which included both drivers and monitors. (See attachment #1)

- II. Insurance made another presentation on the current three insurance plans offered by the district. (See attachment #2) OESPA commented there should be no changes to Plan A.
- III. Compensation presented a salary proposal to include the following:
 - 2.2% increase which would equate to approximately \$.34 per hour increase for everyone
 - Changes to insurance plans regarding deductibles, coinsurance, in-network medical out-of-pocket; out-of-network out-of-pocket, office visit copays and office/specialist visit copays and a change in the HRA fund contribution
 - Insurance cost are sky rocketing. Increase up to 10% are covered by the insurance Trust. Increases above 10% are to be bargained with the cost being shared by the employee and the district.

OESPA wanted a \$.40 per hour increase for every employee. District has a huge fund balance. Money can be taken from the fund balance to pay for employee raises. Can't absorb increase in insurance out-of-pockets without something else. Everyone getting \$.34 per hour is different for the employee earning \$10 per hour than for the employee earning \$20 per hour. The percentage is out of balance and unreasonable.

District needs to look harder for more money.

A follow-up meeting was scheduled for the next day, afternoon, only.

Next meeting, June 27, 2017 from 1:00 – 4:00 pm at the OESPA office.

Meeting adjourned @ 4:00 pm

attachment #1

TA #1
COMPENSATION FOR COMBO ROUTES
MONDAY, JUNE 26, 2017

In an effort to incent drivers to assist with combo routes, the Transportation Department will pilot a program, for a period not to exceed 3 years, where drivers will be paid addition compensation when they assist with combo routes. If a monitor is assigned to the route that is assisting in the combo, the monitor shall also receive additional compensation.

The three year calculation shall commence in August, 2017 and end June, 2020.

A combo shall be defined as follows:

Any complete run, stop or stops off of another route that is not on the driver's assigned route sheet. This includes picking up students from any school bus that has broken down, involved in a crash, or is having a student incident. Not included are: field trips, middays, after school programs and/or Saturday school.

The additional compensation paid to bus drivers for assisting with combo routes shall be as follows:

- \$10 For any A.M. combo assistance provided on a Tuesday, Wednesday or Thursday
- \$10 For any P.M. combo assistance provided on a Tuesday, Wednesday or Thursday
- \$15 For any A.M. combo assistance provided on a Monday or a Friday
- \$15 For any P.M. combo assistance provided on a Monday or a Friday

Ron Palmer

The additional compensation paid to monitors assigned to the route that is assisting in the combo routes shall be as follows:

Henrick A. Pitt

- \$5 For any A.M. combo assistance provided on a Tuesday, Wednesday or Thursday
- \$5 For any P.M. combo assistance provided on a Tuesday, Wednesday or Thursday
- \$10 For any A.M. combo assistance provided on a Monday or a Friday
- \$10 For any P.M. combo assistance provided on a Monday or a Friday

Almeda Jefferson

Monitors will be required to provide their same job duties when assisting with combo routes as they would with their regular assigned route.

The Transportation Department shall have the exclusive right to assign combo routes. It is understood, however, combo route assignments shall not be assigned in a capricious manner. Drivers and monitors assigned to combo runs shall have their assignment documented on the OCPS Transportation Services Run Combo Time Report.

Vanessa

The Transportation Department shall evaluate this pilot program at the end of each year and reserves the right to terminate this program at anytime prior to the end of the 3 year pilot.

Patricia Thibault, Howard Williams, Yolande Anderson, Sheriff, Michelle Evers, Susan Ayres, Warren Davis, Janie Mitchell, Spelen Ayres, Michael Davis, Julie A. V., Tony, James, Le P.R.

Handwritten notes on the left margin, including "Handwritten" and "Handwritten" written vertically.

attachment #1

Samuel C. BB

[Signature]

LB

Ron Fildes

in the combo
Kenneth A. Pratt

- W. H. Miller*

| | |
|------|--|
| \$5 | For any A.M. combo assistance provided on a Tuesday, Wednesday or Thursday |
| \$5 | For any P.M. combo assistance provided on a Tuesday, Wednesday or Thursday |
| \$10 | For any A.M. combo assistance provided on a Monday or a Friday |
| \$10 | For any P.M. combo assistance provided on a Monday or a Friday |

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Almeda Jefferson
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Kim Rye

James L. ...

Eligible Sir

reserves the right to terminate this program at any time prior to the end of the 3 year pilot.

~~Patricia Brown~~ Harwood Wilken ~~Malanda Anderson~~
~~Sue H. H. H.~~ ~~Tommy Jones~~ ~~Charles~~ ~~Michelle~~
~~Jul A H~~ ~~Tommy Jones~~ ~~Charles~~ ~~Krista~~
~~Warren Davis~~ ~~John H. H.~~ ~~Spelen Tyree~~ ~~Robert~~
~~1-1 P.D.~~ ~~John H. H.~~ ~~Michael S. H.~~

attachment #2

This is a guide to your plans. This schedule does not include all provisions of your benefit plans.

This is a guide to your plans. This schedule does not include all provisions of your benefit plans.

(Plan A Flat) Health Insurance Renewal 2017/2018
2016/2017 **2017/2018**

| | Employee Cost | Total Cost | Total 2017/18 Cost | Employee Cost | Employee Increase |
|---|---------------|------------|--------------------|---------------|-------------------|
| Plan A - Local Plus (5,349 Employees; 12,149 Members) | | | | | |
| Employee Only | \$0.00 | \$814.60 | \$843.11 | \$0.00 | \$0.00 |
| Employee + Child(ren) | \$50.00 | \$864.60 | \$894.86 | \$50.00 | \$0.00 |
| Employee + Spouse | \$250.00 | \$1,064.60 | \$1,101.86 | \$250.00 | \$0.00 |
| Employee + Family | \$300.00 | \$1,114.60 | \$1,153.61 | \$300.00 | \$0.00 |
| Plan B - HRA (2,924 Employees; 3,628 Members) | | | | | |
| Employee Only | \$37.28 | \$851.88 | \$881.70 | \$37.28 | \$0.00 |
| Employee + Child(ren) | \$575.84 | \$1,390.44 | \$1,439.11 | \$603.54 | \$27.70 |
| Employee + Spouse | \$804.42 | \$1,619.02 | \$1,675.69 | \$840.12 | \$35.70 |
| Employee + Family | \$1,017.70 | \$1,832.30 | \$1,896.43 | \$1,060.86 | \$43.16 |
| Plan C - OAPIN Plan (12,471 Employees; 18,243 Members) | | | | | |
| Employee Only | \$37.28 | \$851.88 | \$881.70 | \$37.28 | \$0.00 |
| Employee + Child(ren) | \$350.50 | \$1,165.10 | \$1,206.88 | \$370.31 | \$19.81 |
| Employee + Spouse | \$559.28 | \$1,373.88 | \$1,421.97 | \$586.40 | \$27.12 |
| Employee + Family | \$754.08 | \$1,568.68 | \$1,623.58 | \$788.01 | \$33.93 |

Proposed Plan Changes

| Plan A | Plan B | Plan C |
|--|-----------------------------|-------------------------------------|
| RX MOOP \$500 to \$1000 | RX MOOP \$500 to \$1000 | RX MOOP \$500 to \$1000 |
| RX Tier 2 \$30 to \$40 | RX Tier 2 \$30 to \$40 | RX Tier 2 \$30 to \$40 |
| Med Ded \$1,500 to \$2,000 | Med Ded \$1,500 to \$2,000 | Med Ded \$0 to \$100 |
| Med MOOP \$3,000 to \$4,500 | Med MOOP \$3,000 to \$4,500 | Med MOOP \$3,500 to \$4,500 |
| Coinsurance from 10% to 20% | Coinsurance from 10% to 20% | Office Visit \$20/\$40 to \$25/\$45 |
| HRA from \$750 to \$250 | | |
| Office Visits \$20/\$40/\$60 to \$30/\$45/\$65 | | |

Attachment #2

OESPA-CBLT MEETING

Monday, June 26, 2017

8:30 AM - 4:00 PM

WEKIVA HIGH SCHOOL

SIGN-IN SHEET

| PIN | NAME | POSITION TITLE | WL NAME | SUPERVISOR NAME | CONTACT PHONE# |
|--------|------------------|---------------------|--------------------|------------------|----------------|
| 24316 | Solis Vazquez | Custodial Tech | magic way | JEFF Parker | 1107-217-3700 |
| 99876 | Tony Smyrock | Refrigeration Tech. | N/W Maintenance | Mike Loushman | 407-892-4444 |
| 8649 | Norman Wilkinson | B.S.T. I | Northwest Plains | Mike Loughman | (407) 694-7408 |
| 18983 | Willson Nelder | Self-serve driver | Transportation KMD | Joan Norval | 407-761-7883 |
| 106891 | Tonya Dakey | Transportation | | Adam Zurbitsky | 407-963-8864 |
| 106789 | Warren Davis | Transportation | East River | Jeffrey Grice | 407-558-1165 |
| | Heanik A. Paul | OESPA | | | |
| 33501 | Shandel Williams | IT / OESPA | TT | Pat. Booker | |
| 49688 | K. MIKE WINTER | SR. PAs. DIR. | PAs. MAINT. | JOHN MORRIS | 407-317-3700 |
| 99914 | Judith Padres | Director | RBELC | Doreen Concolino | 407 3173268 |
| 7521 | Nichole Erickson | Facial | Wekiva | Dr. Border | 321-297-0351 |
| 11905 | Patricia Waker | Volunteer Relations | | | |
| 60786 | Fumelle | Chief Investigator | HLK | | |

* Call transportation managers regarding time & attendance for drivers on CBLT

SIGN ONLY ONE SIGN-IN SHEET

OESPA-CBLT MEETING

Monday, June 26, 2017

8:30 AM - 4:00 PM

WEKIVA HIGH SCHOOL

SIGN-IN SHEET

| PIN | NAME | POSITION TITLE | WL NAME | SUPERVISOR NAME | CONTACT PHONE# |
|--------|-------------------|------------------------|------------------|--------------------|----------------|
| | Heanick A. Pratt | | | | |
| 205000 | Lindsay Bodin | Director | Payroll Services | D. Connelino | 2004081 |
| | Krista Russell | | Laber | | |
| 98512 | Elizabeth Silva | Sr. Manager | Compensation | Theresa Hart-Miles | 200-2172 |
| 105127 | Jennifer Fowler | Director | Env. Compliance | Mike Eugene | 203-3939 |
| 8711 | Michael Gavio | Sr Mgr | ER/HR | Buckmore | 200-2124 |
| 13726 | Volund Anderson | Sr. Finance Specialist | FNS/Margery | Julia Hanika | 2035161 |
| 100445 | Flornia Mitchell | Pena | Rock Lake | Robin Brown | 407-285-1880 |
| 8481 | Sybil Ayres | School Secretary | OES-AAC | Dr. Andrew Rollins | (407) 580-9299 |
| 116235 | Kim Fry | Director | HMC | Bill Wood | 206-3819 |
| 11738 | Steve Alexander | Sr. Admin | CNC | Frey | 407-858-3240 |
| 5752 | Alameda Jefferson | Sr. Admin | FNS | Long Gilbert | 2035160 |
| 11375 | Beth Luna | Sr. Director | Risk | Dale Kelly | 2002379 |
| 5409 | Stephanie Jordan | Principal | Wake Novels | Butcher | 200-5342224 |