

Martha's Vineyard Regional High School Transportation Sub-Committee Meeting
Tuesday, October 26th, 2021, 5:30 PM
Zoom

Present: Chair – Kimberly Kirk, Roxanne Ackerman, Kathryn Shertzer, Michael Watts
Others/Staff: Finance Director – Suzanne Cioffi, Coordinator of Pathways & Special Projects – Samuel Hart, Transportation Assistant – Chyenne Ward, Kris O’Brien
Supt.’s Office: Superintendent – Matthew D’Andrea, Asst. Superintendent – Richie Smith, School Business Administrator – Mark Friedman, Director of Student Support Services – Hope MacLeod
Recorder: Teresa Kruszewski
**Late arrivals or early departures of Sub-Committee members (see * in text)*

Call to Order: (Agenda Item #I)

The meeting of the Martha’s Vineyard Regional High School (MVRHS) Transportation Sub-Committee was called to order by Chair Kimberly Kirk at 5:33 PM on Tuesday, October 26th, 2021. Participation was available remotely by Zoom. To preserve bandwidth, it was suggested that participants join via the Zoom audio and reserve video links for Committee members and administration. In order to facilitate the technology, the meeting was recorded.

(Recorder's Note: Discussions are summarized and grouped for clarity and brevity).

Approval of Minutes 10.13.21: (Agenda Item #II)

MICHAEL WATTS MOVES TO APPROVE THE 10/13/21 MINUTES; KATHRYN SHERTZER SECONDS; MOTION PASSES UNANIMOUSLY: 4 AYES, 0 NAYS, 0 ABSTENTIONS: MS. ACKERMAN—AYE, MS. KIRK—AYE, MS. SHERTZER AYE & MR. WATTS—AYE.

Driver Agreement: Discussion and Vote: (Agenda Item #III)

Superintendent Matthew D’Andrea updated the Committee as follows:

- ❖ Drivers cost-of-living adjustment (COLA) through FY22, has been an increase of 50¢ per run.
 - Request for FY23: increase all large bus drivers to \$36.00 per run (this is based on the Nantucket rate). For those making over this rate, the Boston, Brockton, Nashua (BBN) Consumer Price Index (CPI) with a minimum of 1% to a maximum of 3%, will be used for all other adjustments. All special runs would be adjusted to the CPI.
 - Mr. Friedman said the direct salary increase would be \$183,000 or 12.8% a year; this increase did not reflect the incentives. This rate increase was similar when compared to Cape Cod and Eastern Massachusetts.
 - NOTE: Superintendent D’Andrea said the most recent BBN CPI found was in 2012; discussions will continue to find the appropriate CPI.
- ❖ Longevity: FY22 longevity cost \$7800.00.
 - FY23 adjustment with changes would be \$10,000.00.

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- ❖ Sick/Personal Days: sick time, five days a year, 25 maximum accumulation. Two per year may be used for personal time.
 - FY23 increases sick time to six days a year; all other items stay the same.
- ❖ Paid driver training: current pay is minimum wage offered as an incentive for new-hires; it takes 40 - 80 hours of training to obtain a school bus driver license.
 - Superintendent D'Andrea would like to see the rate increased to \$20.00/hour.
- ❖ Driver Incentive Program/sign-on bonus totalling \$2000.00 per employee; \$1000.00 after six months, \$1000.00 after twelve months.
 - Superintendent D'Andrea would like to include everyone currently on staff in the Transportation Department; estimated 29 drivers and 11 monitors and administrators. The first installment of \$40,000.00 would be paid in April 2022, the balance would be paid in November 2022.
 - All new hires to transportation would receive this, set up to be a rolling bonus.
 - NOTE: Superintendent D'Andrea said the funding for the April bonus/first installment would need to be found in the current budget.
 - He submits for consideration the use of the Contingency Line in the MVRHS budget for funding. With the urgent need to attract new drivers and the residual effects of showing appreciation for the work our current drivers are doing, this step would be beneficial.
 - FY23 \$40,000.00 would need to be budgeted for the second installment plus an additional \$10,000.00 for new hires. This increase represents 2.5% of the transportation budget.
- ❖ Sick Leave Bank would be optional for all staff in the Transportation department. Everyone would contribute two days; six days must be accrued before participation.
 - Currently two of the five bargaining units have a sick bank: Teachers and Education Support Professionals (ESP); Food Service, Custodians and Administrative Support Personnel (ASP) do not.
 - We do not budget for sick banks; the budgetary impact would have to be figured out as we go forward.
- ❖ Bereavement leave; 3 days for immediate family including spouse, parent, child, sibling.

*(Items listed are bullet-points - See document on file: **Bus Agreement Proposal** for details.)*

Discussion:

—Committee members said with the shortage of drivers, this Driver Incentive Program would show how much they were appreciated. This was not a unionized group; if a sunset clause was built in they could renegotiate in the future.

—Superintendent D'Andrea wanted the incentive program to go into effect immediately. Once existing employees have received the full incentive, he anticipated an ongoing budget of \$10,000.00 for new hires.

—With debate of how the Contingency Line should be used, Chair Kirk expressed the need to retain and attract new drivers; this would be a perfect situation to use those funds. Kris O'Brien said the limitations of this Sub-Committee were to make recommendations for this proposal, not state to the Budget Sub-Committee where to get the funding; all were in agreement.

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—Committee members expressed frustration in being asked to administer the Sick Leave Bank program if it didn't have a budgetary impact. Mr. Friedman said it was viewed as compensation, a taxable benefit, therefore it had to go through this Committee for approval.

—Superintendent D'Andrea said he would use the language from other sick banks, to ensure it was clearly defined, so it stays in place throughout the years. He anticipated a Sick Bank Committee of four members that reviewed and granted requests; an oversight committee to maintain structure and equity. Attorney Sean P. Sweeney would be contacted as needed to work through questions and issues.

Chair Kirk said we are in crisis and everything that has been presented for these drivers is reasonable and supported. After lengthy discussion of what should be included, Chair Kirk asked for a motion to make a recommendation for the approval of the Drivers Agreement to the Budget Sub-Committee, subject to its determination of the funding source for that agreement.

MICHAEL WATTS MOVES TO APPROVE THE RECOMMENDATION FOR THE APPROVAL OF THE DRIVERS AGREEMENT TO THE BUDGET SUB-COMMITTEE, SUBJECT TO ITS DETERMINATION OF THE FUNDING SOURCE FOR THAT AGREEMENT; KATHRYN SHERTZER SECONDS; MOTION PASSES UNANIMOUSLY: 4 AYES, 0 NAYS, 0 ABSTENTIONS: MS. ACKERMAN—AYE, MS. KIRK—AYE, MS. SHERTZER AYE & MR. WATTS—AYE.

FY23 Transportation Budget: Discussion and Vote: (Agenda Item #IV)

Chair Kirk apologized to the Budget Sub-Committee for not having a recommendation, but given the information was just received, there was no time to digest and/or come up with a plan. Mr. Friedman said he would send out the proposed FY23 budget reflecting the new rates as discussed; he estimated the overall budget increase to be 8%. *Vote is tabled.*

Topics not reasonably anticipated by the Chair: (Agenda Item #V)

None.

Executive Session: For preparation of contract negotiations: (Agenda Item #VI)

Not at this time.

Adjournment: (Agenda Item #VII)

MICHAEL WATTS MOVES TO ADJOURN THE TRANSPORTATION SUB-COMMITTEE MEETING AT 6:29 PM; KATHRYN SHERTZER SECONDS; MOTION PASSES UNANIMOUSLY: 4 AYES, 0 NAYS, 0 ABSTENTIONS: MS. ACKERMAN—AYE, MS. KIRK—AYE, MS. SHERTZER AYE & MR. WATTS—AYE.

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Meetings/Events: (by Zoom)

- Transportation Sub-Committee Meeting: Tentative Date – November 3, 2021, 8:00 AM

Documents on File:

- 1) Budget Lines \$5000
- 2) FY21ACTUALS MVRHS & TRANSPORTATION ONLY
- 3) FY22.TransBudgetWorkbook Run Rates 12-07-2020 - FINAL
- 4) FY23 Transportation Line items #1 10-26-2021 Level Service
- 5) MVRHS FY23 Budget Draft 1 10.19.2021
- 6) MVYPS Transport. Policy Guidelines_Portug
- 7) MVYPS Transport. Policy Guidelines
- 8) MVYPS Transport. Policy Portug
- 9) MVYPS Transport. Policy
- 10) Personnel Budget FY23 Requests 10.19.2021
- 11) Supt Ltr 10.20.21 Portug
- 12) Supt Ltr 10.20.21
- 13) Transportation Sub Committee Agenda 10.26.21
- 14) Transportation Sub Committee Agenda 10.20.21
- 15) Vehicle Listing MVRHS - as of 10-26-2021
- 16) Vehicle Planning - as of 11-17-2020

Respectfully submitted,



Teresa Kruszewski – Recorder

January 20, 2022

Date

Kimberly Kirk – Transportation Chair

Date

Matthew D’Andrea – MVRHSD Superintendent

Date

Approved January 20, 2022