



MARTHA'S VINEYARD REGIONAL HIGH SCHOOL
Transportation Subcommittee
Monday, January 5, 2026 at 8:30 am
Zoom

Present: Chair - Marsha Shufrin, Kathryn Shertzer, Skipper Manter, Kelly Scott
Transportation: Assistant Transportation Director - Chyenne Ward, Transportation Director - Troy Vanderhoop*
MVRHS: Principal - Sean Mulvey**, Finance Director - Suzanne Cioffi
Supt's Office: Superintendent - Richie Smith***, School Business Administrator - Mark Friedman
Recorder: Rebecca Claussen
**indicates early departure

Please note: All business will consist of a discussion and possible vote to take action.
(Recorder's Note: Discussions are summarized and grouped for clarity and brevity)

I. Call to Order

Chair Marsha Shufrin called this meeting to order at 8:33 a.m.

Vote Required

II. Approval of Minutes: December 4, 2025

*Kathryn Shertzer made a motion to approve the minutes of December 4, 2025, seconded by Skipper Manter. Roll Call: Scott - Aye, Shufrin - Aye, Manter - Aye, Shertzer - Aye.
Motion Passes: 4-0-0*

Vote Required

III. Transportation Negotiations - Update

Marsha was hopeful this could be presented at tonight's meeting but now does not yet think it is ready. Marsha sent an overview email with the terms, but last night Mark Friedman received an email from Brian Smith with some changes and is unsure how to proceed. At this time both Troy Vanderhoop and Brian Smith joined the meeting. Brian Smith took a moment to share the introduction of his email expressing the importance of these negotiations, given the unique circumstances of the positions, time commitments, driver availability, along with the lack of new hires. These negotiations have been ongoing for the last 15 months. Paying drivers by the run is no longer feasible or equitable. There is a shortage of drivers across the country and there are much higher paying CDL positions on the island. The combining, or stacking, of routes is not an equitable system amongst the drivers, nor does the current pay system attract new drivers. Given the current contract and the recent Holiday break, the drivers received a full paycheck on December 24, 2025 and the next full paycheck will not be received until February 5, 2026. The most recent paycheck received was for one day's work, which means that any driver carrying insurance will be receiving a negative paycheck that will have to be adjusted on the following paycheck. The negotiations are currently aiming for a 2 hour minimum in the morning and a 2 hour minimum in the afternoons, meaning the drivers are committed for the 2 hour pay period, therefore they will complete additional work to hit the 2 hour mark should the run not take that full 2 hours. Richie explained there is some accountability that needs to be addressed with regards to stacking and retirement benefits after consultation with the attorney, which would be addressed in these negotiations. Referenced during this meeting was the *Bus Agreement FY 2026-2028 DRAFT* which had a few discrepancies as discussed by Mark Friedman. The 7D Drivers hourly rates are inconsistent and need to be re-addressed. The monitor rates also show discrepancies and also need to be addressed. Brian Smith indicated that the numbers as presented on August 29, 2025 are the agreed upon numbers and it's

possible there was just a typo. The exception is with the monitors as the negotiations team would like to have them in alignment with what other communities do, for example, Nantucket pays their monitors \$2.00/hour less than the 7D drivers. Marsha asked Mark about having the funds budgeted for this in FY26 and if it has been accounted for in FY27? Marsha also asked Mark about the “make whole” numbers and how that was going to be presented. Mark responded that he feels comfortable with the FY26 hourly rates, and also for FY27. Additional pay for holidays, time off, vacations, etc. is where the numbers still need to be worked through. The “make whole” amounts for FY26 and FY27 can also be absorbed as far as Mark can measure. Presenting the dollar amounts for the “make whole” numbers as general numbers can also be done, without providing names, considering it will be different driver to driver. Marsha moved back to presenting off of the *Bus Agreement FY 2026-2028 DRAFT* document. Kelly asked for clarification with regards to time and one half pay for half days, to which Brian Smith responded that having drivers come in on half days, most are leaving other jobs to complete a route, and are not receiving compensation from that position when they leave to drive. Suzanne mentioned this is already in the existing MOU, with only 3 additional days from the High School. Marsha moved back to reading from the *Bus Agreement FY 2026-2028 DRAFT* document. Marsha asked Brian Smith for clarification on the Professional Development portion of the document where the language reads *...management will be providing paid professional development for the transportation staff*, Marsha asked about the term "management" and who that referenced, to which Brian said both the Transportation Director and the Assistant Transportation Director. Kathryn also asked for clarification on those ½ days given transportation also needs to occur, to which Brian responded that this is for the non-student days only, of which there are a couple. Marsha continued to review the *Bus Agreement FY 2026-2028 DRAFT* document. There was some discussion with regards to the sick leave buy back, and there may be some language adjustments with regards to retirement, separation of services and which system an employee is in, whether its Dukes Country Retirement System or the OBRA system which is for employees that work less than 20 hours/week, but the committee and Brian agreed the intention is the same and has no qualms with proposed language adjustments. The sick bank committee will also be drafted and put into the agreement once finalized, composed of: Transportation Director, Superintendent, Transportation Chair, and a member of the transportation department staff. After reviewing the *Bus Agreement FY 2026-2028 DRAFT*, Marsha asked Mark about the “make whole” amounts, and if he could give a total number, to which Mark responded that it totals about \$47,000 for the CDL drivers, but the amount for 7D Drivers and their monitors has not yet been agreed upon. Brian Smith said he may have some additional information for that, and he will reach out to Mark after the meeting to discuss. Brian did not feel as though this was going to be a larger number. Marsha asked if this could be presented tonight but it is not on the agenda, though it cannot be voted on given there are still a few items that need to be addressed, but could be discussed during the budget agenda item given it is budget related. Mark took a moment to reiterate that the salary increases are numbers he feels comfortable absorbing for FY26 and FY27 but the vacation pay portion of the negotiated proposal are much larger numbers and are not budgeted for, therefore that still needs to be worked out. Additionally, Mark will need to see the calendars for next year to do that math, which are not yet done. Mark gave a very rough number of \$35,000 for each vacation, of which two vacations are negotiated as paid for FY27, and three for FY28, and April vacation for FY26. Skipper asked Mark to provide an approximate vacation cost for tonight's presentation to cover FY27 which is roughly anticipated at \$70,000. *Kathryn Shertzer made a motion to support the contract as it stands currently and for Mark to present numbers to add into our budget for this evening to support where we currently are, seconded by Skipper Manter. Roll Call: Scott - Aye, Manter - Aye, Shertzer - Aye, Shufrin - Aye.*

Motion Passes: 4-0-0

Mark reminded the committee that there is still a small group of off island drivers that need to be negotiated as well, as part of their own negotiation.

IV. Topics Not Reasonably Anticipated by the Chair

No Unanticipated topics at this time.

V. Public Comment

No public comment at this time.

Vote Required

VI. Adjournment

Skipper Manter made a motion to adjourn, seconded by Kathryn Shertzer. Roll Call: Scott - Aye, Manter - Aye, Shertzer - Aye, Shufrin - Aye.

Motion Passes: 4-0-0

Minutes submitted by Rebecca Claussen

Date of Approval of Minutes: March 2, 2026

Appendix A: Documents on File

- 1. 1.5.26 Transportation Sub-Committee Agenda**
- 2. Bus Agreement FY 2026-2029 DRAFT 12-30-2025 - Brian Smith**

Appendix B: Zoom A.I. Next Steps

- 1. Mark: Prepare and present total and/or range of "make whole" amounts for CDL drivers and, if possible, for 7D drivers and monitors, including updated calculations for 7D drivers/monitors based on information from Brian.**
- 2. Brian: Provide Mark with additional information and calculations for "make whole" amounts for 7D drivers and monitors today, if possible.**
- 3. Mark: Calculate and provide the estimated budget impact for the addition of paid vacation weeks for FY27, including the cost per week and total for two weeks, for presentation at tonight's meeting.**
- 4. Brian (with input from others): Draft specific language for oversight/management of the Transportation Sick Bank, specifying the committee members (Transportation Director, Superintendent, Transportation Subcommittee Chair, and a representative from the transportation group), and include this in the final agreement.**
- 5. Mark and Brian: Continue negotiations for the small group of off-island drivers, addressing their specific issues.**
- 6. Subcommittee: Schedule a future meeting (prior to February if possible) for final review and vote on the full transportation contract/agreement, once all outstanding items are resolved.**
- 7. Mark (and relevant parties): Present an overview of the contract and its budgetary impacts under the budget section at tonight's high school committee meeting, and request that the contract be placed on a future agenda for final approval.**