



Volume 1: Friday, April 27, 2018

"The safety of our students, and the support of the dedicated employees who daily serve to provide them with a superior education, are top priorities for our district. To that end, we are firmly committed to addressing your concerns and ensuring proper compensation, benefits, working conditions, and growth opportunities for our Transportation teammates."

– Dr. R. Stephen Green, Superintendent

SUPERINTENDENT'S TRANSPORTATION SUB-COMMITTEE MEETING SUMMARY

At the April 17th meeting, nearly 50 concerns were shared with Superintendent Green and Chief Williams regarding the Transportation Department. Each concern has been documented, and the Superintendent, sub-committee, and district staff members are working collaboratively to address each one. The following sixteen (16) concerns and status updates were discussed during the April 26th meeting. Some concerns will require time to research; however, all concerns will be addressed in future meetings and newsletters.

SUPERINTENDENT / BOE:

Concern: Request for Superintendent and Board members to attend the annual State Bus Driver meeting this summer.

Status: Superintendent Green and several Board members are confirmed to attend this meeting on July 20th.

FINANCE AND HUMAN RESOURCE:

Concern: Salary increases, raises, and cost of living adjustments.

Status: The Superintendent and Board will continue the discussion of budget enhancements for next school year (FY 2019) starting on May 14th and running through June 26th. During this timeframe, findings from the Compensation and Classification Study, salary increases, incentive bonuses, cost of living adjustments, and other financial requests will be discussed and considered by the Board of Education (BOE). A final FY 2019 budget will be approved by June 30th.

Concern: Better retirement plan.

Status: Current retirement plan is being evaluated based on current market research. Research will be brought back to the committee by fall 2018.

Concern: Provide an itemized pay stub.

Status: Chief of Technology, Mr. Brantley, joined the meeting to review the current pay stub and received feedback from the committee regarding the changes to be made. A draft sketch of the updated pay stub to reflect the breakdown of extra activity and overtime pay will be developed by our Technology department for the committee's feedback in the next two weeks. The revised pay stub will be fully designed, tested, and available for distribution by January 2019.

Concern: Fair pay for sick leave days.

Status: Staff is researching Board Policy GBRI regarding current sick leave payout. The committee will receive a report on the research at the next scheduled meeting.

Concern: Timely correction of pay stub errors.

Status: The Transportation Department's payroll staff will receive training by May 11th.

REGIONAL SUPERINTENDENTS:

Concern: Review student rider agreement for improved student/parent compliance and alignment to the student code of conduct.

Status: Staff is organizing a committee to include parents, principals, assistant principals, bus drivers/monitors, and transportation managers to review the agreement and make plans for joint presentations at Open House, August 2018 including a Bus Transportation Table at Open House for meet/greet with parents.

Concern: Timely response from school administrators when called by drivers regarding student incidents on the bus.

Status: Staff will conduct regional surveys with bus drivers during the month of May to determine specific regions and school locations for improvement. Survey data will be used to revamp protocols including an accountability chart. All principals, assistant principals, transportation managers, and bus drivers/managers will be trained on the new protocol. Implementation target date is August 2018.

STUDENT SUPPORT & INTERVENTION:

Concern: Integrate Positive Behavior Intervention & Support (PBIS) program for school bus riders.

Status: Staff is organizing a committee to include drivers and monitors to assist with developing this program and integrating it with our transportation operations. Training will be developed by May 2018 for full implementation by August 2018.

FACILITIES AND OPERATIONS:

Concern: Timely response to concerns presented during Board meetings.

Status: Effective immediately, a written response to concerns presented will be provided within seven (7) business days and published via the Transportation Newsletter starting April 27, 2018.

Concern: Restore bus recognition program for bus drivers/monitors.

Status: A planning committee will be established to hold the Annual Recognition Program for 2018-2019 in April/May 2019. Additionally, the National Bus Driver Safety & Appreciation Week recognition will occur October 22-26, 2018.

Concern: Confirm Dispatch will receive additional personnel.

Status: Superintendent Green approved the addition of two (2) Dispatch personnel to be included in the proposed FY 2019 budget to eliminate split shifts within the department.

Concern: Allow additional resources for bus monitors to assist drivers with field trips and transporting students.

Status: Superintendent Green approved the inclusion of additional bus monitors and extra activity pay to be included in the proposed FY 2019 budget to address this concern.

Concern: Address potholes at various bus hub locations.

Status: The work is currently underway and scheduled as follows:

Panthersville Stadium temporary patch will be completed by May 2018. Long-term solution by fall 2018.

East DeKalb and Hallford locations by fall 2018.

Coralwood Center temporary patch will be completed by May 2018. Long-term solution planned under voter-approved E-SPLOST project. The anticipated completion date will be presented to the committee during next scheduled meeting.

Concern: Address parking lot lighting at various bus hub locations.

Status: The work is currently underway and is scheduled to be completed by fall 2018.

Panthersville Stadium is in process now and will be completed by summer 2018.

Concern: Address need for additional restrooms at various bus hub locations.

Status: The work is currently underway and is scheduled to be completed by fall 2018.

Coralwood location by fall 2018.

AIC location by summer 2018.

North Decatur location is still under evaluation. The anticipated completion date will be presented to the committee during the next scheduled meeting.