

## Board Proposal

June 30, 2022

### MEMORANDUM OF UNDERSTANDING

#### Department of Transportation Services Targeted Attendance Incentive Program

Pasco County School's Department of Transportation Services will be continuing conducting a one-year the Targeted Attendance Incentive ~~Pilot~~ Program (TAIP), during for the 2021-2022 2022-2023 school year only, unless otherwise mutually agreed upon. ~~to gauge the level of participation by its Bus Drivers in a Targeted Attendance Incentive Program (TAIP).~~ In recognizing ~~that the COVID pandemic has magnified~~ both the critical need as well as the current shortage of bus drivers and transportation assistants, the TAIP has been endorsed by the District and Union.

#### The Program:

1. The Targeted Attendance Incentive Program (TAIP) is for bus drivers, ~~and relief bus drivers,~~ and transportation assistants (eligible transportation employees) only.
2. Transportation Services has identified ~~80~~ 96 days out of the 189 days in the bus driver, ~~and relief bus driver,~~ and transportation assistant calendar (calendar 490) that have been days in previous years where attendance has been dramatically low and where it is vital to the successful operation of the Transportation Department that our garages are adequately staffed.
3. ~~20~~ 24 days in each quarter of the school year have been identified as the targeted days for the TAIP.
4. ~~Drivers~~ Eligible transportation employees can receive up to ~~\$1,025.00~~ \$1,250.00 in additional compensation by working the targeted attendance days in each of the four quarters of the school year. If an ~~driver~~ eligible transportation employee does not qualify for the stipend in any given quarter, they remain eligible to still receive the stipend in the following quarter(s). The breakdown by quarter is as follows:
  - a. ~~\$250.00~~ \$300.00 for quarter one;
  - b. ~~\$250.00~~ \$300.00 for quarter two;
  - c. ~~\$250.00~~ \$300.00 for quarter three;
  - d. ~~\$275.00~~ \$350.00 for quarter four.
5. For an ~~driver~~ eligible transportation employee to ~~be eligible~~ qualify for the stipend each quarter, they must have perfect attendance for the identified ~~20~~ 24 days. Perfect attendance is defined as being at work for the entire day of the ~~driver's~~ eligible transportation employee's assigned shift for the entire ~~20~~ 24 targeted days of the quarter. ~~Drivers~~ Eligible transportation employees must also meet expectations in the area of attendance for the other non-targeted workdays in ~~the~~ each quarter, may not miss more than 3 non-targeted days in any quarter, and not receive any documentation for poor attendance in order to be eligible for the stipend for that quarter.
6. ~~Drivers~~ Eligible transportation employees who are unable to report to work for the entire day on the targeted days, regardless of the reason, are not eligible for the stipend for that quarter.
7. Targeted Attendance Dates:
  - a. The ~~20~~ 24 days identified in quarter one during which that drivers-eligible transportation employees must have perfect attendance are the following: August 9, 10, 11, 12, 15, 16, 17, 18, 19, 26, and 30; 6, 10, 11, 12, 13, 16, 17, 18, 19, and 20; September 2, 6, 7, 12, 16, 19, 21, 27, and 30; 3, 7, 17, 20, 24, and 27; October 3, 5, 11, and 14. 1, 4, 8 and 15.

- b. The ~~20~~ 24 days identified in quarter two during which that drivers eligible transportation employees must have perfect attendance are the following: October 18, 24, 28, and 31; 19, 22, 25, and 29; November 2, 4, 7, 10, 11, 14, 15, 16, 17, 18, and 28; 1, 5, 8, 12, 15, 18, 19, and 29; December 2, 5, 7, 9, 12, 13, 14, 15, and 16. 3, 6, 10, 13, 14, 15, 16 and 17.
  - c. The ~~20~~ 24 days identified in quarter three during which that drivers eligible transportation employees must have perfect attendance are the following: January 4, 5, 6, 11, 13, 17, 20, 25, and 30; 4, 7, 10, 14, 18, 21, 28, and 31; February 1, 3, 10, 13, 14, 17, 21, and 23; 4, 7, 11, 14, 18, 22, 25 and 28; March 1, 3, 6, 7, 8, 9, and 10. 4, 7, 10 and 11.
  - d. The ~~20~~ 24 days identified in quarter four during which that drivers eligible transportation employees must have perfect attendance are the following: March 21, and 31. 22, 25 and 28; April 6, 10, 12, 14, 17, 25, and 28; 1, 8, 14, 18, 22, 25 and 29; May 8, 9, 10, 11, 12, 15, 16, 17, 18, 19, 22, 23, 24, 25, and 26. 6, 13, 16, 17, 18, 19, 20, 23, 24 and 25.
8. The District and Union agree that the TAIP and compensation outlined in this memorandum is contingent upon state and/or federal approval of the District's plan to utilize federal COVID relief funds (i.e., ESSER I/II and/or America Rescue Plan funds) and receipt of these funds for this program. one year pilot. The District will advance the cost of the first quarter's incentive in anticipation of state and/or federal approval of the District's plan. If the District's plan is approved, the cost of the first quarter's incentives will be charged back to the applicable COVID relief funding source. If the District's plan is not approved, the District and union agree to discontinue the TAIP after all first quarter incentives are paid.

*Tom Becher*  
 For the Board

June 30, 2022  
 Date

*Hyun M. Cavall*  
 For the Union

6/30/22  
 Date