

Ector County Independent School District Odessa, Texas

Memorandum

TO: Board of Trustees

FROM: H. T. Sánchez, Ed.D., Superintendent of Schools Interim

**SUBJECT: REQUEST FOR APPROVAL OF TRANSPORTATION EQUITY
ADJUSTMENTS**

DATE: April 16, 2013

The transportation department bus operator vacancy rate is at an all-time low. The vacancy rate is currently 22%. There are 28 bus operator vacancies. Mechanics and office personnel typically operate buses on a daily basis to ensure our students are transported to and from our campuses. This has resulted in the aforementioned personnel's regular duties and responsibilities to become backlogged. There are currently 23 buses in need of repair.

In an effort to contend with the challenges of attracting and retaining CDL bus operators, the District recommends the Board of Trustees approve the transportation department equity adjustments.

It is recommended that the Board of Trustees approve the Transportation Equity Adjustments as presented.

Respectfully submitted,

H.T. Sánchez, Ed.D.
Superintendent of Schools Interim

David L. Finley,
Chief Operations Officer