

APPROVED
10/28/2022

Minutes of CASE Board of Directors Meeting of October 3, 2022

Board Members in attendance (*Virtual Meeting*):

Peter Light, Acton-Boxborough
Philip Conrad, Bedford
James O'Shea, Carlisle
Laurie Hunter, Concord, Concord-Carlisle, Chairperson

Linda Dwight, Harvard
Rebecca McFall, Lincoln
Kelly Clenchy, Littleton
Brad Crozier, Sudbury

Also in attendance:

Sanchita Banerjee
George McCormack

Martin Finnegan
Members of the CASE Community

MINUTES:

At 12:01 p.m., Laurie Hunter called the meeting to order by roll call vote: Clenchy, Conrad, Crozier, Dwight, Hunter, Light.

Rebecca McFall and James O'Shea arrived at 12:03 p.m.

Board members discussed the issue of acute shortage of drivers for special and general education transportation. CASE has not been immune to this shortage. The difficult chain of events that follow end with our member districts not being served in an optimal manner. The issues are as follows:

- Students with disabilities not being transported to school by CASE;
- Members having to seek alternate transportation companies at a significantly higher cost;
- Students' arrivals to and from school impacted due to alterations in routes;
- A parallel issue of drivers' departures from CASE, compounding the existing shortage.

CASE finds itself in an environment where its private company competitors are offering signing bonuses and other ancillary perks that CASE cannot compete with. In addition, three years ago, our competitors paid 20% less than today. Today their pay has matched ours and in many cases, are now higher. In addition, a consideration for the Board to address this shortage is that the FY23 transportation budget can accommodate any potential increase the Board implements due to a trending surplus.

After a lengthy discussion, Kelly Clenchy made a motion to increase the hourly driver rate to \$24.00 per hour with a \$1,500 sign-on bonus and a \$500 referral fee for CASE hourly staff that are successful in recruiting a driver. The motion was seconded by Brad Crozier, The motion was approved by roll call vote: Clenchy, aye; Conrad, aye; Crozier, aye; Dwight, aye; Hunter, aye; Light, aye; McFall, aye; O'Shea, aye.

At 12:36 p.m., the Board voted to adjourn the meeting. All were in favor.