

MEMORANDUM

TO: School Board Member, Doretha Edgecomb
School Board Member, April Griffin
School Board Member, Susan Valdez
School Board Member, Cindy Stuart
School Board Member, Dr. Stacy White
School Board Member, Carol Kurdell
School Board Member, Candy Olson

FROM: Transportation Department, Training Specialists

Corie Holmes, 4 Years of Service
Juanita Juarez, 15 Years of Service
Twyla Tillman, 38 Years of Service
John Saffold, 33 Years of Service

DATE: January 29, 2014

SUBJECT: Transportation Leadership Concerns

Dear Board Members:

We would like to express our concerns that there are significant problems concerning the transportation department's leadership in regards to the following:

1. ESE concerns started at the end of the 2007/2008 school year. ESE oversight Route Coordinators/Supervisors were deleted and/or eliminated for each area office as a part of Mr. Franklin's reorganization structure. Prior to the re-organization, each Red Alert student was paired with a driver who was provided appropriate training on the student's needs. We've become concerned about the transportation ESE program; the issue of the DRT office being offsite has caused problems and is not being addressed. The DOE ESE Class teaches students how to apply the safety vest and the securing of wheelchairs prior to bus transportation. As instructors, we believe there is a need for refocusing training and providing additional needed resources. The new DRT ESE, Renee Rybicki, is housed at an offsite location and there are many channels to go through regarding ESE medical emergencies. We have had several recent concerns involving safety and training. The Safety and Training Supervisor, Rebecca Stringfield, has instructed us to not document and/or overlook ESE issues pertaining to the Lopez incident and the Caminiti ramp incident. The Lopez incident involved Trainer Corie Holmes who was instructed not to document an incident regarding a

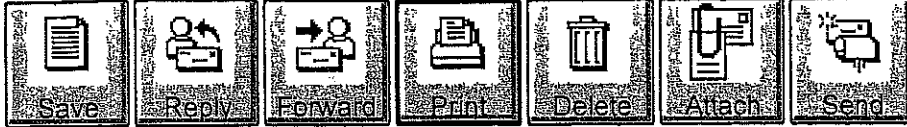
medically fragile student who needed immediate attention, because he was not safe enough to be transported. The ESE student was { Twyla Tillman was on the ramp at Caminiti with supervisor Rebecca Stringfield and observed a medically fragile student on the bus. Twyla asked the driver if the student was Red Alert and/or medically fragile. The driver responded, "I don't know". Twyla looked at the route; it indicated the child was in fact Red Alert. Twyla confirmed with the school the student was a Red Alert student. Twyla informed her supervisor what I had found, she informed me that were not here to spot "Red Alert students."

2. We were told and you, as a board member, approved money for a training facility. We were told the modular would be at Harney road June of 2013.
3. We believe the school district and tax payers would save money by having the towing of school buses done in-house.
4. Drivers are evaluated on bus cleanliness, which includes the bus being washed. The bus wash has been down for almost 2 years.
5. The consultants should counter information with staff other than supervision, if you want the truth concerning transportation.
6. We support a standardization of promotion procedures within the Transportation Department.
7. We question why the department has buses yet newly trained drivers are told there are no buses. This forces drivers to ride with other drivers until a bus is available.
8. There are safety concerns since drivers have been stranded after 7pm because there's no staff from maintenance. Examples can be provided upon request.
9. We are losing drivers at an alarming rate due to morale and/or easily fixable logistics issues. Examples can be provided upon request.
10. We support two sets of paperwork and corresponding standards that outline crash procedures and 'incident' procedures. As of now, 'incidents' are deemed 'crashes'. This is a detrimental difference in one's personnel file.
11. The ESE and class 14/01 issues has caused internal strife and bullying throughout the department has ensued by supervisor Rebecca Stringfield and manager Willie Campbell.
12. On January 21, 2014 In-service Training at Spoto High School for all bus drivers and riders regarding pre-trip inspections of buses for safety. The concern is we put many resources money into this training, but no checks or follow up if the drivers aren't actually doing this from a safety and training stand point.

13. Incident regarding Kindergarten Incident Report: This case was clearly not investigated because the student parents being Hispanic. Standards for investigating should be investigated based on facts not race. (see report)
14. Jerry Rausch a newly trained Driver who was released from training January 22, 2014 who had significant training issues was involved in a crash. Jerry hit a mail box with a bus load of students. Jerry failed to report stop and or remain on scene as trained. On February 3, 2014 As training department we shared with supervisor Rebecca Stringfield our immediate concerns since Jerry failed his CDL test after his first attempt and only past by one point on his second attempt. This matter was given to our supervisor Rebecca Stringfield and to date Jerry is still driving a bus with students even after we collectively share this serious safety concern.
15. It should also be noted that we are doing very little from a proactive standpoint to conduct field observation concerning school bus driver's safety. We continue to be reactive to serious safety matters thus causing us to appear in the news. We lack oversight concerning school bus safety and leadership regarding the transportation department.

See attachments:

- documentation pages 1 of 8
- Kindergartener Incident Report pages 1 of 4
- Directive/Bully document found on copier page 1
- Hillsborough District Transportation Stats 2003 page 1



Friday, October 11, 2013 10:08:01 AM
Message

From: Annette Osborn
Subject: Meeting re:


- Corie Holmes
- Rodney Johnson
- Vida Justice
- Larry Rothermel
- Nancy Norstrem
- Renee Rybicki
- Sheree Glass











- Chris Antalek
- Sheryl Koscsco

A meeting for [redacted] regarding safety concerns with his current wheelchair will be held Tuesday, October 15th, at 10:00 in the Teacher Planning area at Lopez Exceptional Center. Please plan to attend. Thanks!

Annette Osborn
SE Specialist
Lopez Exceptional Center
44-8008
44-6229(fax)



 Friday, October 11, 2013 4:18:35 PM
Message

From:  Sheree Glass
Subject: Re: Meeting re:
To:  Annette Osborn
Cc:  Corie Holmes
 Rodney Johnson
 Vida Justice
 Larry Rothermel
 Nancy Norstrem
 Renee Rybicki
 Chris Antalek
 Sheryl Kosco

Hi Annette,

i am not available as i have a meeting at Hammond that was scheduled with me a few weeks ago.



sorry.

Sheree'

Sheree Glass, District Coordinator
Orthopedic Impairment, Other Health Impairment, Traumatic Brain Injury
Occupational and Physical Therapy
Hillsborough County Public Schools
4210 W. Bay Villa Ave
Tampa, Florida 33611
PHONE: (813) 837-7840 FAX: (813) 837-7844



Annette Osborn writes:

 A meeting for  regarding safety concerns with his current wheelchair will be held Tuesday, October 15th, at 10:00 in the Teacher Planning

ed by: Corie Holmes
Re: Meeting re: M. Sears : IDEAS

Wednesday, February 05, 2014 8:02:53 AM
Page 2 of 2

ea at Lopez Exceptional Center. Please plan to attend. Thanks!

nette Osborn
SE Specialist
Lopez Exceptional Center
4-8008
4-6229 (fax)

la



Tuesday, October 15, 2013 7:14:40 AM
Message

From: Corie Holmes
Sheree Glass
Subject: Fwd: Re: Meeting re: M. Sears : IDEAS
To: Kemba Shephard

This was sent to me, but I think was meant for you...Thanks Corie

Hi Annette,

i am not available as i have a meeting at Hammond that was scheduled with me a few weeks ago.

sorry,

Sheree'

Sheree Glass, District Coordinator
Orthopedic Impairment, Other Health Impairment, Traumatic Brain Injury
Occupational and Physical Therapy
Hillsborough County Public Schools
4210 W. Bay Villa Ave
Tampa, Florida 33611
PHONE: (813) 837-7840 FAX: (813) 837-7844



Annette Osborn writes:

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A meeting for [redacted] regarding safety concerns with his current wheelchair will be held Tuesday, October 15th, at 10:00 in the Teacher Planning Area at Lopez Exceptional Center. Please plan to attend. Thanks!

ad by: Corie Holmes
Fwd: Re: Meeting re: M. Sears : IDEAS

Wednesday, February 05, 2014 8:02:58 AM
Page 2 of 2

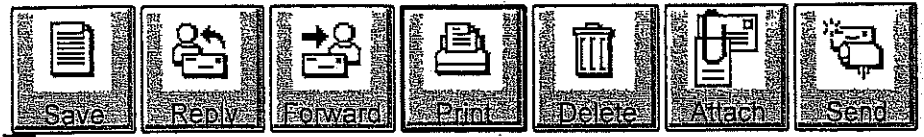
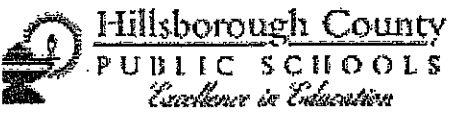
Shirley Osborn
SE Specialist
Suzanne Exceptional Center
4-8008
4-6229(fax)



Tuesday, October 15, 2013 7:25:59 AM
Message

From: **Corie Holmes**
Subject: Meeting with Mr. Campbell, Mrs Stringfield and Myself on 10-14-13
To: **Rebecca Stringfield**
Cc: **Willie Campbell**

Mrs. Becky, Please provide me a copy of your documentation regarding yestersdays meeting as soon as it's available and a copy of written policy or directives concerning how you want us to document incident(s) etc.
Thanks Corie



Tuesday, October 15, 2013 7:35:38 AM
Message

From: **Corie Holmes**

Subject: Fwd: Meeting with Mr. Campbell, Mrs Stringfield and Myself on 10-14-13

Rebecca Stringfield

Willie Campbell

-- Original Message -----

Ms. Becky, Please provide me a copy of your documentation regarding yestersdays meeting as soon as it's available and a copy of written policy or directives concerning how you want us to document incident(s) etc.

Safety, Training & Recruitment Office

Corie Holmes Training Specialist
3-982-5594

26756 Issue Detail

[[Edit](#)] [[Quick Profile](#)]

Affected End User	Best Contact #	Category	Priority
Student #/UserID	Student/Emp Site	Status	1
5633863		Closed	
Reported By	On	Reason	Reporting Method
Bus Driver	10/11/2013 01:35 pm	Concern	In Person

Bus Detail

Bus Number	Stop Information	Driver	Affected School
		<u>Rodriguez, Hilda</u>	<u>LOPEZ</u>

Detail

Assignee	Group
<u>Shephard, Kemba</u>	<u>Area 7</u>
Call Back Date/Time	Root Cause

Summary Information

Issue Description

Kemba, while on the ramp a LOPEZ this morning I was made aware of a situation concerning a student not being properly secure to his chair. The driver and school also shared my concern as to it being a safety concern. The school has made me aware that a meeting will take place On October 15, 2013 regarding this safety concern. I forwarded it to the field supervisor KEMBA so that she is aware and so that someone from transporatation could be present from transportation regarding the important transportation matter. Thanks Corie Holmes Safety & Training

Open Date	Resolve Date	Close Date
10/11/2013 01:35 pm	12/18/2013 05:10 am	12/18/2013 05:10 am

8. Service Type

[3. Resolution](#) [4. Related Issues](#) [5. Activities](#) [6. Event Log](#) [7. Attachments](#)

1. Properties

2. Knowledge

Properties		
Name	Value	Examples
Notes	No properties are defined for this category	



Tuesday, August 27, 2013 1:37:57 PM
Message

From: Lisa Hendricks
Subject: Kindergarten Incident report
John Franklin
Christine Hughes
Corie Holmes
Dina Wyatt

Attachments: Incident Report.docx / Microsoft Office Word 14K

Please see attached report for _____ that was released off the bus incorrectly on Monday, August 26.

Lisa Hendricks
Assistant Principal
Walden Lake Elementary
Route 4
57-9433 x224



Passport for Learning

Incident Report
Bus 4717 (Kathy Tennyson) at Walden Lake Elementary
August 26, 2013

1:10: _____ (#5684304) was put on the bus by his kindergarten teacher Karen Bendorf. Bus driver had been given a campus based bus pass on August 20th. Lisa Hendricks, AP, gives daily school created bus rosters with all bus riders to each driver. Kindergarten students are listed. According to the teacher, the bus driver did not check off the student's names when getting on the bus.

1:27 Bus 4717 arrives at Mud Lake Mobile Home Park (stop 36). Bus driver was headed North on Mud Lake from Charlie Griffin. Parents were waiting on the East side across from the mobile home park. According to the parents, they were told on Friday, August 23rd, they had to be on the eastside of Mud Lake to pick up their children. _____ got off the bus (his mom was not at the bus stop yet). He attempted to walk across Mud Lake (in front of the bus) when Ms. Maria Mateo (parent of _____) took his hand. She lives at 2506 Mud Lake Road (across from the mobile home park). Ms. Mateo _____ made several phone attempts to the phone number listed on _____ green card (this was dad's cell number _____ -no response).

1:50 _____ mom, Belen Zamundo, arrives at Walden Lake Elementary. She reports that she missed the bus at the stop and her son has not arrived home yet. Mrs. McCurdy, ELL Resource teacher, attempts to call his teacher to verify that he was put on the bus. Teacher was not in her room.

1:55 Mrs. Hendricks, AP, calls transportation to locate driver. Spoke with Penny Baker. She was unable to locate the driver by GPS because she was in a spare bus and did not have the number. Penny stated that she was unable to contact the bus garage because there were so many calls coming in, she was not able to get a line out. Penny attempts to contact the driver again.

2:05 Corrie Holmes, Field Inspector, calls Walden Lake. He is on the phone with the driver. She has no WLE students on her bus. Mr. Holmes gets a description of

the student (small Hispanic boy with a red shirt and blue jeans). Mr. Holmes and Mrs. Hendricks agree to meet at the bus stop to locate the boy.

2:10 Mrs. Hendricks and Mrs. McCurdy follow the mom to their home at _____
_____. Mom checks the home and surrounding area. No child is found.

2:40 Mrs. Hendricks, Mrs. McCurdy and mom arrive at bus stop on the corner of Mud Lake Road and Charlie Griffin. Speak with Mrs. Garica-Diaz (daughter _____). Mrs. Garica-Diaz saw _____ get off the bus and attempt to cross the street, but thought a patrol called him back on the bus. Mr. Holmes arrives at the bus stop. Begin search of the mobile home park. Mrs. Wyatt, Principal contacted Jerry Jackson at Area 6 office.

2:55 Mrs. Hendricks checks with the school. Mrs. Wyatt, Principal, initiates police contact.

3:00 Mr. Holmes drives across from the mobile home park to Mrs. Mateo's home. _____ is located at this home.

3:02 Called Walden Lake to report the child had been found. (Mrs. Wyatt still on the phone with Plant City Police Department) Once it was confirmed _____ was found, the Plant City Police Department suspended the search.

Submitted by Lisa Hendricks, APEI at Walden Lake Elementary
813-757-9433 x224

(Parent is Spanish speaking only. Parents share a cell phone. Mom does not have consist transportation and relies on the husband's vehicle or walks her son to the current bus stop along Mud Lake Road.)

Update on 8/27/2013: Beginning on Friday, 8/30/2013, request was granted for a new stop at _____ home. Bus 3796 will pick up student at _____



Tuesday, August 27, 2013 5:10:43 PM
Message

From: Corie Holmes
Subject: Re: Kindergarten Incident report
To: Lisa Hendricks

Thank you for all your help yesterday, Corie Holmes Temp Field Inspector Area 6

I am directing you to abide by the following:

I am directing you to maintain effective relations which exhibit tact and consideration.

- I am directing you to report to you to provide your Supervisor the necessary information to facilitate the resolution of department concerns.
- I am directing you to maintain a collaborative approach to completing assignments
- I am directing you to remain confidential on this matter, you may discuss this matter with no one but your immediate family.
- I am directing you not to retaliate, by word or gesture, to anyone named in this memo.

Your cooperative attitude is appreciated in the correction of this matter. Your signed and dated signature acknowledges that you have read and reviewed this memo.

Corie Holmes (PRINTED)

DATE

Corie Holmes (SIGNATURE)

REBECCA STRINGFIELD (PRINTED)

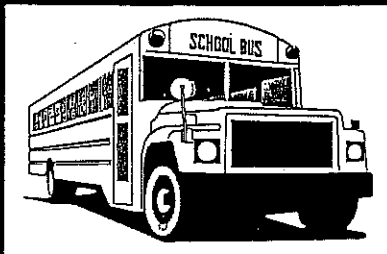
DATE

REBECCA STRINGFIELD (SIGNATURE)

cc: Personnel File

Hillsborough County Schools
Transportation Department
 9455 Harney Road
 Thonotosassa, Florida 33592
 Phone: (813) 982-5500
 FAX: (813) 982-5550

Karen Strickland, General Manager
Beverly DeMott, Director



Asst. Business Support Manager
 Carolyn Kinsey

Safety Department

Ralph Hough
 John Saffold

Administrative Support

Barbara Resendiz

Maintenance Support

Robert Morgan
 Brian Poynter

Property Control

Jeffrey Hurst

Transportation ESE Liaison

Pam Smith

Route Coordinators

Irene Barrow - Area VII
 Debi Byrd - Area I
 Nadine Cloer - Area IV, ESE
 Gloria Coolidge - Area III
 Alice Griffin - Transportation
 Sarah Hess - Area V, ESE
 Sandi Katvala - Area V
 Marie Mosley - Area I, ESE
 Gayla Norris - Magnet
 Marie O'Neal - Area VI
 Michele Perez - Area VI, ESE
 Mary Sims - Area VII, ESE
 DeeDee Smith - IV
 Sandy Stewart - II
 Twyla Tillman - III, ESE
 Dottie Williams - II, ESE

HILLSBOROUGH DISTRICT SCHOOLS
TRANSPORTATION DEPARTMENT STATISTICS

Students Transported (February 2003, FTE)

Students transported over two miles to school	72,713
Students transported under two miles to school	4,186
Transported hazardous walking students	7,507
Transported pre-kindergarten students	577
Transported students funded as handicapped	5,257
Transported teens and infants in the Teen Parent Program	10
Total Students Transported to School Daily	90,250

Route Information - 2002-2003

Runs per day for regular education students	3,822
Runs per day for magnet students	186
Runs per day for exceptional students	1,028
Total Daily Runs	5,036
Stops per day for regular education students	31,062
Stops made per day for exceptional education students	8,414
Total Stops Made Daily	39,476

Fleet Size - 2002-2003

Regular education buses running daily	843
Exceptional education buses running daily	254
Nature's classroom buses running daily	3
Site Base buses	8
Spare buses	113
Total Fleet Size	1,221

Fuel and Mileage - 2002-2003

Approximate fuel budget	\$	3,670,022
Actual fuel cost	\$	3,098,120
Total gallons of fuel used 2002-2003		2,959,890
Daily mileage transporting students to and from school		136,734
Approximate Annual Mileage		25,159,068

Personnel - 2002-2003

Number of office and maintenance personnel	135
Number of permanent bus drivers	1,082
Number of substitute bus drivers	36
Number of permanent bus riders	242

Total Employees - 2002-2003 **1,495**

"PROMOTING EDUCATION THROUGH QUALITY TRANSPORTATION"



