

Talking Points-Please contact me at Darleen.vanriper@firstgroup.com with any comments or questions

1. Happy New Year!

Every new year starts with many New Year’s Resolutions. This year, we asked our employees what their goals are regarding their bus environments. Of course, we will support them all, so they can be successful in reaching their goals. Here are a few resolutions for 2023: “Be kinder and more consistant on the buses. I don’t want to be the crabby bus driver this year.” “I want to be a 5-star driver and work on my student management skills.” “I want to be more consistent with my reports in FirstActs. I want to write more positive referrals this year.” There seems to be a common theme among the drivers: Patience & consistency can help us be more receptive to the differences among our students and build a professional relationship with our passengers.

2. Activities at First Student

Before the winter break, each area got together to celebrate the holidays. Everybody enjoyed the spirit of the season and many brought joy to the events by showing off their “ugliest” sweater, participating in a contest to win a 50”



Smart TV and gift cards:
Russell wins the TV

Donald, Ricky and Stacey each won a \$25-Gift Card

3. Driver/Candidate Comparison Report (as of 01/03/2023)

	12/5/2022		1/3/2023	
Lincoln County Bus Routes	73	Driver Shortage	73	Driver Shortage
Drivers on hand (as of 11/1/2022, LOA excluded)	53	20	57	16
Out of Town Drivers	0	20	0	16
Routes not currently serviced (combos)	15	5	15	1
Other Considerations:				
Cover Drivers positions not staffed	5	25	5	21
Route Monitor positions not staffed	0	Candidate Rider	0	
Drivers on LOA/FMLA/WC (Regular & Casual)	2		3	
Casual Drivers with limited availability	10		10	
LCSD & FS Staff (1 & 9) Available to Drive	9		9	

Please note that this information is subject to frequent changes.

During December, we were able to push four candidates through training: three Van Drivers and one CDL Driver. Congratulations, John Werder, for joining the First Student family! We did have to say good-bye to our OOT drivers; they were certainly a relief for operations while they were here.

Routes continue to be combined, and staff/management continues to cover open routes as follows: Kim Bolden, ALM; Sheila Morris, LSM; Donald Ayarza, SM; Brenda Porter, Dispatcher; Karen Howard, Dispatcher; Dave Pearson, TIC; Eric Treve, Technician, and Darleen Van Riper, LM. Lisa Loring covers SN routes as needed, which then leaves Mona Miller as our sole dispatcher.

While we still will be able to count on Annette, we are now following a request process that has to go through Rich Belloni, if we need her to cover a route. This is to make sure that LCSD operations in the Facilities Department does not fall short.

4. The Training Pipeline

Our training pipeline is a fluid as ever: we receive applications, run the candidates through the pre-requisites (background check, fingerprinting, drug test), and coach them through the process of obtaining their learner’s permit.

As you can see in our data, we have gained many van drivers. The van driver position does not require the candidate to obtain a CDL permit and training is not as extensive as it is for CDL applicants. We receive many van applications, and our interviewers are able to “sell” the CDL position to some of these applicants; for those who are absolutely not interested in obtaining their CDL, they are hired on with tasks that include cover-driving a van route and riding on big buses as a monitor.

We will continue to hire van drivers and push them towards upgrading their job status to CDL driver as soon as they become more familiar with the transportation industry.