

Board Meeting 12/12/2023-Report Prepared by Darleen Van Riper, Location Manager First Student

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

1. **Atmospheric Rivers & Road Closures**

Atmospheric Rivers, aka Pineapple Express or Chinook Winds, have come to our school district. Fortunately, transportation was only minimally affected. We had a few closures and some flooding that affected a few routes; however, the team managed to communicate alternate stops to the district, schools, and families. Everybody got home safely.

2. **Workday: The Empowered Employee Experience**

Back in May, First Student's corporate leaders introduced Workday, the industry-leading Human Resources Information System (HRIS) application that will bring First Student employee data into a single inclusive and user-friendly system. The Workday implementation begins our multi-phased journey to transform and manage Human Resources, Recruiting, Onboarding, and Payroll business processes in the U.S. and Canada, and the transition will start in January 2024.

With the implementation of Workday, our current HRIS system that is composed of four different programs will be more effective and manageable. Starting December 13, 2023, your First Student staff will participate in six two-hour training sessions to become familiar with Workday. Operations will not be affected by staff training.

3. **FirstActs Reporting System-UPDATE**

The beginning phase of the new reporting system, during which we focused on teaching the bus rules and building relationships with our students, has moved into the phase of Contract Meetings. Lots of incidents were documented, and many minor referrals were submitted. Unfortunately, we have quite a few students for which we needed to request a Contract Meeting with the families, First Student and the schools. We have had some parents no-show, and we discussed our options with school admin. During the meetings for which parents were present, we had good conversations and brainstormed how we can best help the students to be safe and successful.

4. **Driver/Candidate Comparison Report (as of 12/07/2023)**

	11/7/2023		12/7/2023	
Lincoln County Bus Routes	73	Driver Shortage	73	Driver Shortage
Drivers on hand (as of 11/07/2023, LOA excluded)	46	27	48	25
Out of Town Drivers	0	27	0	25
Routes not currently serviced (combos)	20	7	16	9
Other Considerations:				
Cover Drivers positions not staffed	4	31	3	28
Route Monitor positions not staffed	2		3	
Drivers on LOA/FMLA/WC (Regular & Casual)	4		2	
Casual Drivers with limited availability	9		7	
LCSD & FS Staff (1 & 9) Available to Drive	10		10	10

Please note that this information is subject to frequent changes.

We continue to cover routes with staff on route; however, management has been able to stay off route more and more. We continue to work with the ADs to fulfill trips. We currently have 3 candidates in class and 3 in Behind-the-Wheel training. As you can see, we were also able to hire a couple of drivers, bringing the number of drivers on hand to 48.

5. **Thanksgiving-A Time to Reflect and Appreciate.**



