

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

1. Ted Lund-We will miss him!



It is with deep sadness that we share the passing of our dear friend and colleague, Ted Lund, who passed away on October 27 at the Samaritan Lincoln North Hospital. Ted was a person you could always count on—whether it was fixing a bus light bulb, installing a towel dispenser in the office, or simply offering a relaxing day out on the ocean to catch some fish. He was always there to lend a hand, bringing warmth and generosity to everyone he met. Ted was not just a dedicated technician for First Student Lincoln County; he was a cherished member of our family. In this difficult time, our team came together to support his wife, offering comfort through lasagna, monetary donations, and heartfelt words of condolence. A service to honor Ted's life will be held on Tuesday, November 12, at 11:00 AM at Bayside Chapel, 1715 NE 19th Street, Lincoln City. The service will be conducted by our dear colleague and Pastor, Mike West. Ted's kindness and dedication will be deeply missed by all who knew him.

2. PBIS on the Buses

As school bus drivers, our primary responsibility is to safely operate our vehicles, focusing on the road and the task of driving heavy equipment. However, this focus can make it challenging to fully monitor student behavior and ensure that all students are adhering to the necessary safety protocols. To address this, it is essential that we establish clear, consistent expectations for behavior on the bus. The BUS rules are a valuable tool in maintaining a uniform message for both staff and students. These rules help set clear guidelines for expected behavior, such as sitting seat-to-seat and back-to-back to ensure safety. However, it's important to recognize that young children do not always automatically understand these expectations. Behaviors like remaining seated for the duration of the ride must be taught, practiced, and reinforced over time. In the coming weeks, we will offer a PBIS (Positive Behavioral Interventions and Supports) training course aimed at supporting our newest bus drivers who may be struggling with these concepts and with managing student behavior in general. To enhance this learning experience, I have invited Natalia Aguilar to assist by providing support and answering any questions our staff may have during the training sessions. By working together and providing our staff with the tools they need, we can ensure a safer and more positive environment for both our students and employees.



3. Driver/Candidate Comparison Report (as of 11/07/2024)

| | 10/2/2024 | | 11/7/2024 | |
|---|-----------|------------------------|-----------|------------------------|
| Lincoln County Bus Routes | 73 | Driver Shortage | 74 | Driver Shortage |
| Drivers on hand (LOA excluded) | 52 | 21 | 54 | 20 |
| Out of Town Drivers | 7 | 14 | 5 | 15 |
| Routes not currently serviced (combos) | 16 | -2 | 16 | -1 |
| Other Considerations: | | | | |
| Cover Drivers positions not staffed | 4 | 25 | 5 | 25 |
| Route Monitor positions not staffed | 0 | | 0 | |
| Drivers on LOA/FMLA/WC (Regular & Casual) | 3 | | 3 | |
| Casual Drivers with limited availability | 4 | | 5 | |
| LCSD & FS Staff Able to Drive | 7 | | 7 | |

Data is subject to frequent changes.

Currently, our pipeline currently includes 9 candidates in Behind-the-Wheel training and 5 in classroom training. We lost a few candidates because of personal and health issues. We are also slated to test 6 candidates within the next few weeks. We know they can do it!! We are retaining 2 OOT trainers for the next week, so we can get candidates ready for their tests.

4. Upcoming Events

11/11/2024-Veteran's Day: our offices will be closed; training will still be in session.

11/12/2024-Celebration of Life for Ted Lund, our North technician.

11/15/2024-Employee Appreciation Week: We are thankful for your services to the community. Each employee will receive a turkey/fruits/Vegetable voucher and a First Student T-Shirt.

11/28/2024-Happy Thanksgiving!