

Talking Points-Please contact me at [Darleen.vanriper@firstgroup.com](mailto:Darleen.vanriper@firstgroup.com) with any comments or questions

**1. Summer is Only a Few Weeks Away**

In preparation for the summer months, we are already working with schools and their summer school sessions. Like last year, drivers who want to work through the summer will have the opportunity to bid on the summer route they would like to drive. Since we will have multiple drivers who will be willing to take on this task, we will post bid sheets for all available routes and assign them by seniority. Based on the number of routes, we will have cover drivers that represent 10% of the existing summer routes.



**2. Back Next Year Pledge**

During the month of April, our corporate office pushed out the “Back Next Year Pledge” campaign. This year’s campaign comes with two immediate perks: the chance to win (1) a \$50.00 cash card and (2) a \$50.00 voucher for the First Student Store from First Student Lincoln County if employees take a selfie with them holding their pledge and sending it to the corporate office and turning it in to their local office.

**3. First Student Contribution to the Lincoln County School District Scholarship Fund & Grad Night Bus**

It is also that time of the year where First Student Lincoln County contributes to the future of our 2023 graduates. The \$1,000.00 contribution was recently given to the district, and we are wishing the recipients the best for their continuing education.

It is no secret that First Student’s focus is to support our students in becoming safe and responsible young riders. With that in mind, we want to continue the tradition of “donating” one bus for each high school’s “Grad Night.” At this point, we are in the process of reaching out to the various groups to inform them that this option is available to them.



**4. Driver/Candidate Comparison Report (as of 05/03/2023)**

	4/3/2023		5/9/2023	
Lincoln County Bus Routes	73	Driver Shortage	73	Driver Shortage
Drivers on hand (as of 11/1/2022, LOA excluded)	54	19	55	18
Out of Town Drivers	3	16	3	15
Routes not currently serviced (combos)	13	3	14	1
Other Considerations:				
Cover Drivers positions not staffed	3	22	3	21
Route Monitor positions not staffed	3		0	
Drivers on LOA/FMLA/WC (Regular & Casual)	4		4	
Casual Drivers with limited availability	7		7	
LCSD & FS Staff (1 & 9) Available to Drive	10		10	

Please note that this information is subject to frequent changes.

In April, we added a brandnew driver who is now taking over one of our west area routes. We continue to have several drivers out on LOA; however, with the help of our OOT drivers (thank you for allowing us to retain the help from Seattle) and FS management/hourly staff, we are able to cover our routes. We continue to combine routes as needed when we have driver callouts and can’t cover their routes. As drivers join the First Student Family, routes are brought back. Please know that the decision to “uncombine” routes is not taken lightly, as many factors play a roll, including the filling of the OOT driver routes and coverability by management and hourly staff in the case of callouts. As you see, we are able to cover the mandated monitor positions with the help of our candidates.

**5. The Training Pipeline**

We currently have four candidates in the CDL classroom and one candidate in behind the wheel training. We have stopped hiring van drivers for now, as all van routes are currently covered.