

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

1. Drivers Needed!

Over the last few weeks, multiple drivers decided to resign. Most reasons given are not work-related and include health issues, relocation, and retirement. There are also a couple of reasons that are directly related to the job: disrespect of passengers towards the drivers who feel like they cannot continue to expose themselves to this behavior; resignation is their last resort to avoid high levels of stress and anxiety. We are working with all employees to target any issues that may lead to such a decision. Most of the time, we can help and remedy the situation, but sometimes, we have individuals who are truly not able to handle the job. In those cases, it is best for them to move on.

2. FirstActs & the Referral Process

As the school year progresses, more incident reports are submitted, and we are entering the phase where we have more students reaching the level where an initial contract meeting is prescribed and requested. As you recall, our drivers submit incident reports to document events. Once the nature and number of reports reaches a level where more rigorous intervention is necessary, referrals are sent to the school. After three referrals, First Student requests the initial contract meeting with parents, school, student, and driver to discuss opportunities for successful ridership. It is time-consuming but worthwhile the effort to make things right.

Trainers help drivers develop Danger Zone Awareness

Adding this exercise to our training will help trainers demonstrate, discuss, and apply Danger Zone Reference points to the Student Loading and Unloading procedure. Trainers use a Mirror Grid Setup with Danger Zone Reference Points for this exercise to review the importance of mirror use while operating their vehicles (school bus and personal!).



<p>Front of Vehicle Ask the driver to look ahead and locate the where the top of the steering wheel is lined up with the top of cone 1. Use ruler to draw a line on the windshield to mark the spot located by the driver. NO-GO: Anything below this line is inside the Danger Zone. GO: Anything above the line is clear of the Danger Zone.</p>	<p>Passenger Side/Service Door Ask the driver to look to the right and locate where they see the top of cone 2. Use a ruler to draw a line on the window to mark the spot located by the driver. NO-GO: Anything below this line is inside the Danger Zone. GO: Anything above the line is clear of the Danger Zone.</p>
<p>Driver's Side/Service Window Ask the driver to look to the left and locate where they see the top of cone 3. Use a ruler to draw a line on the window to mark the spot located by the driver. NO-GO: Anything below this line is inside the Danger Zone. GO: Anything above the line is clear of the Danger Zone.</p>	<p>Right Rear Tire/Passenger Side In Mirror #4, the driver should see all three cones of the Mirror Grid off the rear tire. Ask the driver to identify where they see cone 4 in the mirror. Draw a vertical line on the mirror. NO-GO: Anything to the left of the line is inside the Danger Zone. GO: Anything to the right of the line is clear of the Danger Zone. Mirror #5, anything visible in this mirror is inside the Danger Zone, NO-GO.</p>
<p>Behind the Vehicle - Driver's Side Ask the driver to locate the base of cone 5 in Mirror #1. NO-GO: Anything between the base of the cone and the rear of the vehicle. GO: Anything beyond the base of the cone.</p>	<p>Behind the Vehicle - Passenger Side Ask the driver to locate the point where the base of cone 6 lines up with the top of the rear wheel in Mirror #5. NO-GO: Anything between the base of the cone and the rear of the vehicle. GO: Anything beyond the base of the cone.</p>

3. Driver/Candidate Comparison Report (as of 02/07/2024)

	1/4/2024		2/7/2024	
Lincoln County Bus Routes	73	Driver Shortage	74	Driver Shortage
Drivers on hand (as of 01/04/2024, LOA excluded)	50	23	48	26
Out of Town Drivers	3	20	1	25
Routes not currently serviced (combos)	16	4	16	9
Other Considerations:				
Cover Drivers positions not staffed	3	26	3	29
Route Monitor positions not staffed	2		-3	
Drivers on LOA/FMLA/WC (Regular & Casual)	2		1	
Casual Drivers with limited availability	6		5	
LCSD & FS Staff (1 & 9) Available to Drive	10	10	10	10

Please note that this information is subject to frequent changes.

4. School Bus Driver Appreciating Being

I love the bus because ...

