

Lincoln County School District Board Meeting General Session, June 9, 2026

Date: June 5, 2026

Dear: LCSD School Board & Transportation Leadership,

The school year is already in full swing, and we are renewing our relationships with our returning students but also building new ones with new students. We are reteaching school bus rules and working diligently with all students, so we can be safe and respectful together.



Driver staffing

We are working diligently to increase the applicant flow through recruiting campaigns.

- FY 26 Wages: \$22.45 – \$27.91
- Hiring Bonuses of \$3500 for CDL S/P endorsed drivers
- Hiring Bonuses of \$2000 for non-CDL S/P endorsed drivers
- Paid Training
- \$500 Employee Referral Bonus

The data on the left represents the projection of route coverage for the 2026/2027 school year.



Recruiting

- Driver Recruitment and Retention Efforts Based on current staffing projections and responses from employees regarding their plans for next year, we anticipate approximately 22 CDL & Type 10 drivers may not return for the 2026–2027 school year. As a result, recruitment remains a critical focus for the Transportation Department.

To strengthen our recruitment efforts, we are increasing our visibility and community engagement through several outreach initiatives:

- **Local Job Fairs:** We continue to partner with workforce development organizations and community centers to participate in career fairs, providing opportunities to connect directly with prospective candidates and share information about employment opportunities within the Transportation Department.

Route Count	66
GenEd	41
SpEd	16
Type 10	9
Driver Staffing Goal	72
Drivers Assigned to a Route	66
Cover Drivers	6
Borrowed Drivers	0
Total Drivers On Hand June 2026	50
Excluding staff or borrowed drivers	
CDL	41
Type 10	7
Borrowed Drivers	2
Casual Drivers (limited route availability)	(7)
Over/(Short) for Route Coverage	-6
Drivers in Training/Testing June 2026	5
Apps as of 09/04/2025	3
Permit Pending	13
Total # in Training (Classroom)	0
Behind-the-Wheel Training	4
Leave/Unavailable	0

- **Parades, Community Events, and Banner Bus Outreach:** Transportation staff represent the district at local parades and community events, utilizing a decorated school bus and informational materials to raise awareness of driver opportunities and engage with community members in a positive, family-friendly setting.
- **Farmers' Markets and Local Festivals:** These events provide valuable opportunities to meet residents where they are, introduce them to the benefits of school bus driving, and reach individuals who may not have previously considered employment in student transportation.

Through these efforts, we aim to build a strong pipeline of qualified candidates and ensure adequate staffing levels to support safe and reliable transportation services for the upcoming school year.



Customer issues/ resolutions

- **Driver Shortage:**
 - Our pipeline remains healthy; however, there are many candidates who test out of the program due to failing their background or drug test.
 - Our recruiting efforts will also include signing up for Chamber of Commerce membership during the summer.



Noteworthy Successes

Counting Down the Days Until the 2026–2027 School Year

- While students and staff are looking forward to the start of summer break, the Transportation Department is already preparing for the 2026–2027 school year. Several important projects must be completed before routing and scheduling activities can begin.
- Key summer responsibilities include
 - coordinating and managing transportation for summer school,
 - completing deep cleaning and maintenance activities on the bus fleet,
 - identifying returning drivers and staff,
 - and continuing recruitment efforts to address current and future staffing needs.
- Recruitment remains a top priority as we work to ensure adequate staffing levels for the upcoming school year.



Routing updates

- The registration for Summer Learning has ended, and we are already working on routing.
- This summer, there will be road construction on NE Harney St in Newport which will greatly impact routing. As we begin routing, we will need to divert our buses to take a different route to get from Yaquina View to the other schools which may add to the route time.
- Other upcoming construction in that area may also lead to delays, unless we can reroute for the duration of the construction. Updates to follow as they become available.



Important dates

- June 10-LCSD Last Day of School
- June 11-SVS & ECS Last Day of School
- June 12- End of Year Employee Picnic @ Fogarty Park
- June 20-Beachcomber Day Parade
- June 26-Touch-a-Truck Event in Newport
- July 2-4-Lincoln County Fair
- July 11 Toledo Summer Festival Parade
- July 22-Employee Lu'au at Ona Beach Park
- August 3-Blackout Period Starts: All hands on deck for school start up
- August 4-National Night Out