

**Lincoln County School District  
Board Meeting General Session, April 14, 2026**

Date: April 8, 2026

Dear: LCSD School Board & Transportation Leadership,

Welcome to Spring 2026! In this edition, I will share more information on Samsara, Employee and Customer Satisfaction Surveys, and our newest Market & Recruitment Strategy Reports for the east/wet and South areas. This year, Lincoln City has been in a good position regarding driver count.



## Driver staffing

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

- FY 26 Wages: \$23.12 – \$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
- \$1,000.00 Employee Referral Bonus-a \$500.00 dollar increase.

The data on the right represents driver availability and route count as of 04/07/2026.

<b>Route Count (current)</b>	<b>64</b>
GenEd	41
SpEd	13
Type 10	10
<b>Driver Staffing Goal</b>	<b>64</b>
Drivers Assigned to a Route	64
Cover Drivers	6
Borrowed Drivers	0
<b>Total Drivers On Hand</b>	<b>62</b>
Excluding staff	
CDL	50
Type 10	8
Borrowed Drivers	4
Casual Drivers (limited route availability)	(7)
Over/(Short) for Route Coverage	-2
<b>Drivers in Training/Testing</b>	<b>5</b>
Apps as since April 8, 2026	6
Permit Pending	16
Total # in Training (Classroom)	1
Behind-the-Wheel Training	4
Leave/Unavailable	4



## Recruiting

- UPDATE THIS We are working on becoming members of the four main Chambers of Commerce in Lincoln County to take advantage of their avenues of business exposure. Hopefully this will generate additional interest and traction to increase and secure additional drivers.
- BUS BY CHESTERS By the end of next week, we will have more visual presence in our communities. Recruiters will station banner buses and share information on how to join a team that dedicates itself to the safe transportation of our children to and from school.
- Summer Event planning & recruiting events.



## Customer issues/ resolutions

- **Driver Shortage:**

- Over the last few weeks, we completed the training of four drivers (1xVan & 4xCDL).
- The CDL drivers are two returning drivers who are only available casually and one brand-new driver who passed his test on 04/07/2026. The Van driver was able to take over one of the routes for students with special needs in Toledo, and the two casual CDL drivers are covering routes in Newport and Toledo. The new driver is taking over a route in the north where we recently lost a driver who decided to go back to school full-time and pursue a career in social services.

- **High Student Load Counts & Long Rides**

We are continuing to audit routes for load counts and seat times. With the number of routes, we are currently able to run, balancing load counts is crucial. Frequent changes in ridership (families move or change their transportation plans), often throw off this balance, and we need to edit routes to accommodate these changes.



## Noteworthy Successes

- **CRX Specialists Hard at Work**

Since the hiring process was taken over by our regional hiring specialists, we have seen an increase of applications. While the increase also brings lots of “empty” applications, we do have a higher volume of candidates for our school bus driver vacancies.

- **Everyday Heroes Protect and Serve Our Future**

Being a school bus driver takes a special breed of humans. Long gone are the days when the driver could just stop the bus and tell a rider to get off the bus. Nowadays, a successful school bus driver is a patient, safety-focused, and dependable individual who enjoys working with children. They must be able to stay calm under pressure, manage student behavior while safely navigating traffic, and consistently arrive on time to keep schedules running smoothly. Strong communication and interpersonal skills are essential for building positive relationships with students and parents, while adaptability helps them handle changing routes and unexpected situations. Professionalism is also important, as drivers must set clear expectations and resolve conflicts effectively.

- **Driving While Getting the Big Picture**

Getting the big picture is a crucial skill for school bus drivers because they must stay constantly aware of everything happening both inside and outside the bus. For example, while navigating a busy intersection, a driver must monitor surrounding vehicles, watch for pedestrians, and anticipate sudden stops, all while ensuring students remain seated and safe. On a rainy morning, they may notice reduced visibility and adjust their speed while also keeping an eye on children crossing the street at bus stops. Drivers often act as an extra set of eyes for the community as well; for instance, they might report a traffic accident, a fallen tree blocking part of the road, or unsafe driving behavior they observe. Inside the bus, they may notice a student standing while the bus is moving or a conflict between students and address it safely at the next stop. By staying alert to the “big picture,” school bus drivers help prevent accidents, respond to unexpected situations, and ensure a safer environment for everyone on and around the bus.



## Latest news

- **Employee Voice Survey**

To continue Fostering Teamwork and upholding our commitment to the Highest Standards, the upcoming Employee Voice Survey will shift from **April 1–14** to **April 8–21**. This adjustment reflects school schedules and other considerations that may impact availability, helping ensure everyone has a fair and uninterrupted opportunity to participate.

This change allows us to:

- Maintain the integrity and reliability of survey results.
- Give employees the time to participate thoughtfully.
- Support leaders in creating a consistent, encouraging environment for engagement and follow-up.

We will continue to use the results to help us become more understanding of our employees' and location's needs.



## Important dates

- April 16 & 17-LCSD: No School, Conferences
- April 23-Eddyville Charter School: No School, Conferences
- April 24-OSD: No School
- April 27-LCSD: No School, Professional Development
- April 27-May 1-Preparation for the Loyalty Day Parade; We are expecting Safety Dog join us again this year.