

As The Wheel Turns Transportation Newsletter

Happy Holidays from CMS Transportation

Transportation Team –

As we approach the winter break, I want to take a moment to express my heartfelt gratitude for all your hard work and dedication throughout the year. Your commitment to safely transporting our students every day does not go unnoticed, and I am incredibly proud of what we've accomplished together.

I hope you take this well-deserved break to relax, recharge, and spend quality time with your loved ones. May your holiday season be filled with joy, peace, and memorable moments.

I look forward to seeing you all in 2025, ready for new opportunities and continued success!

Thank you for all you do, and happy holidays!

Joseph McAllister

Interim Executive Director of Transportation
Charlotte-Mecklenburg Schools

INCENTIVE PROGRAMS

Charlotte-Mecklenburg Schools Transportation recognizes the link between student learning and the importance of on-time, dependable, and safe transportation to and from school.

The Bus Driver Attendance Incentive Program aims to ensure that our dedicated, professional driving staff supports the achievement and success of students.

This school year, CMS Transportation will pay an incentive of \$50.00 weekly to full-time drivers and \$25.00 weekly for part-time drivers for every week of work without an absence. Every week the employee has perfect attendance, they are eligible to earn the monetary incentive. This will accrue and be paid to the employee at the end of each semester. The employee must work ALL scheduled hours every day school is in session. The incentive will be paid to eligible employees in February and June of 2025.

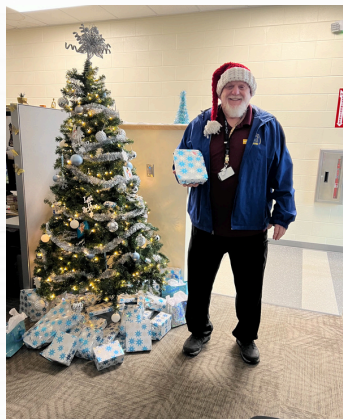
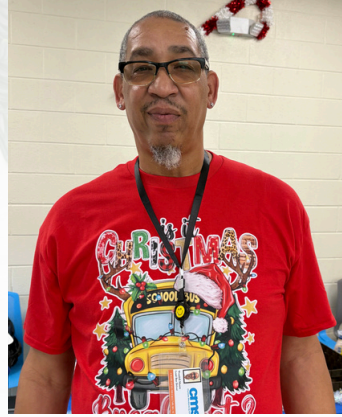
Eligibility Criteria:

1. Must report to work every day school is in session.
2. Must complete your entire shift every day school is in session.

Jury duty, military duty, death of an immediate family member, and high school graduations* are the only exceptions (must verify all exceptions). As an employee of Charlotte-Mecklenburg Schools, you will be allowed a full day of release time on the day of your child's high school graduation to participate in program exercises and celebrate with family members. This privilege applies only to high school graduations scheduled during the work week; however, it is not restricted to graduation from a Charlotte-Mecklenburg school. In other words, if your child is graduating from a non-CMS high school in or outside Mecklenburg County, you may exercise this privilege.

A referral bonus of \$379 is in place for the 2024-2025 school year aimed at recruiting new CMS bus drivers. This bonus is only available if a new driver has completed at least 60 full-time work days. To claim the bonus, the new driver must report who referred them on the first day of bus class. Previously employed drivers and exempt employees are not eligible for this bonus. Thank you for helping us find skilled school bus driver to join our elite team!

HOLIDAY CELEBRATIONS



CMS Transportation has partnered with Atrium Health to provide social and emotional well-being support to all Transportation employees. This service, whether virtual or in-person, will be available at no cost for all transportation area offices and central office support staff.

We understand the importance of mental health, and this partnership is a significant step toward ensuring the well-being of our CMS Transportation family. [Learn more about the offerings here.](#)

What concerns can the behavioral health services address?

You are encouraged to contact the behavioral health provider for whatever may be causing you any level of emotional distress. Feel free to reach out to discuss any of the following: Relationship and parenting issues, overcoming feelings of being stuck, developing coping strategies, goal setting and making action plans, anger, grief and stress, anxiety and depressed mood, substance use and additions, managing life's changes. Speak with your manager about scheduling an appointment.



Shenequa Thomas, a Winston-Salem State University graduate with a Master of Science in Rehabilitation Counseling, is a Licensed Clinical Mental Health Counselor and Certified Rehabilitation Counselor. With over a decade of experience in mental health, wellness, and community leadership & advocacy, she is dedicated to making a positive impact. Shenequa has experience in providing individual, couples, and group therapy to diverse populations.

On-Site Schedule:

- Mondays: 3901 Craig Avenue
- Tuesdays: 3101 Wilkinson Boulevard
- Wednesdays: 11751 Downs Road
- Thursdays: 4400 Northpointe Boulevard
- Fridays: 6520 Orr Road

2024-2025 WILDLY IMPORTANT GOALS

1

We will maintain or exceed our morning on-time arrival rate from 91% to 93% and afternoon on-time arrival rate from 87% to 89% by June 2025.

2

We will maintain or continue to reduce our annual DPI inspection score from 48 points to 42 points by June 2025.

3

We will maintain or exceed our hiring and retention rates more than the previous fiscal year. (9% technician staff, 5% bus driving staff).

2024-2025 WIDLY IMPORTANT GOALS MONTHLY AVERAGES

1

Average November Morning OTA: **92.8%**
Average November Afternoon OTA: **90.08%**

2

Average Yearly DPI Score: **43.61**

3

Drivers Hired (November): **22**
Technicians Hired (November): **1**

JANUARY CALENDAR UPDATES

Wednesday, January 1: CMS Holiday (New Years Day)

Thursday, January 2: Teacher Workday

Friday, January 3: Teacher Workday

Monday, January 20: CMS Holiday (Martin Luther King, Jr. Day)

Friday, January 24: Teacher Workday

SUBMIT YOUR NEWS AND UPDATES!

Want to be featured in the CMS Transportation Newsletter?

Email Tom Miner for more details and information!

ThomasA.Miner@cms.k12.nc.us

