

As The Wheel Turns Transportation Newsletter

Transportation Team –

I would like to take this moment to express my heartfelt gratitude to Mr. Adam Johnson for his unwavering leadership and dedication as our Executive Director of Transportation. His commitment to excellence and resilience in meeting the demands of this role and district has not only set a high standard for service but also garnered support and respect for the service transportation provides. His dedication has truly left an impact on all of us and will truly be missed. While we are sad to see Mr. Johnson go, we are excited and supportive of his next assignment.

As we move forward, I am pleased to announce that Mr. Joseph McAllister will step in as our Interim Executive Director of Transportation while we undertake the search for our next Executive Director of Transportation. Thank you, Mr. McAllister for your leadership.

During this time, I will work closely with Mr. McAllister and the directors to support you and the students and families of CMS. Please be assured that there will be no changes to processes, people, positions, structure, or systems during this transition. If adjustments become necessary, they will be made in coordination with my office and communicated accordingly.

Our commitment to *Endless Possibilities* remains unwavering, and I ask that you continue to uphold operational excellence, collaboration, and consistency. Together, we can continue providing reliable and safe transportation services to our students, families, and community.

Lastly, I want to thank each of you for your unwavering commitment. I am confident that with the support of each person, we will reach new heights as a team.

If you have any questions regarding this transition, please don't hesitate to reach out to me at NicoleY.Portee@cms.k12.nc.us or call us at 980-343-6866. Thank you all for your hard work and dedication.

Sincerely,

Nicole Portee

Associate Superintendent of Operations
Charlotte-Mecklenburg Schools

DPI INSPECTIONS ARE UNDERWAY

As we gear up for our annual DPI inspection starting Monday, October 28, we want to make sure we're all prepared and ready to ace the inspection.

Here are a few key pointers to help you get ready:

- Remove any items that didn't come with the bus.
- Ensure your pre/post trip book is diligently filled out daily, noting any defects.
- Remove aerosol cans, hand sanitizer, scissors, or any items that should be kept out of reach of children.
- Keep the driver area clear of debris, including old routes, clothing, and food items.
- Ensure that nothing covers the lettering of the bus, including name tags and rules.

For our drivers, pay special attention to the following details:

- Confirm that the visor/driver fan is secure and not loose.
- Check the fire extinguisher for the pin and date, ensuring it's in the green zone.
- Verify that the first aid/spill kit is secure and fully stocked with no missing items.
- Ensure the defrost is functioning properly.
- Test the horn, headlights (both low and high beam), and seat belt cutter.
- Confirm that all amber lights are working, and the stop sign/arm deploy smoothly.
- Check that emergency window/roof hatch buzzers are operational, with decals in place and not faded.
- Ensure the low air warning buzzer is functioning.
- Confirm the secure attachment of seat bottoms and report any issues with seat bones/holes.

This checklist is just a snapshot of what we need to focus on together as a team. By working collaboratively, we can ensure a successful inspection.

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.

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!

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.

TEAM JERSEY DAY AT METRO TRANSPORTATION



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 October Morning OTA: **91.14%**
Average October Afternoon OTA: **87.18%**

2

Average Yearly DPI Score: **49.04**

3

Drivers Hired (October): **20**
Technicians Hired (October): **1**

DECEMBER CALENDAR UPDATES

Tuesday, December 24: CMS Holiday (Christmas Eve)

Wednesday, December 25: CMS Holiday (Christmas)

Tuesday, December 31: CMS Holiday (New Year's Eve)

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

