

## FORT WAYNE COMMUNITY SCHOOLS



WE ARE YOUR SCHOOLS

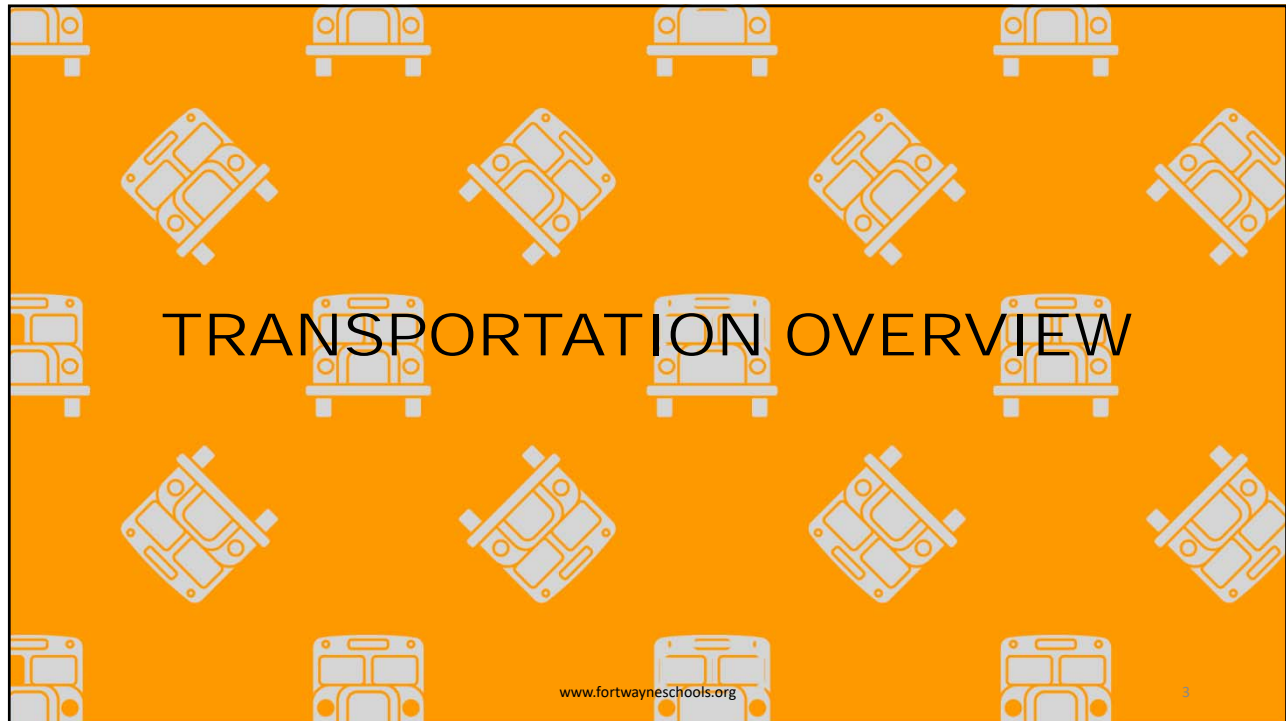
Frank Jackson  
Director of Transportation

**TRANSPORTATION**

Board Presentation  
10-26-20

**AGENDA**

- **Transportation Overview**
  - Mission Statement & Objectives
- **Bus Safety**
  - Stop Arm Cameras
  - Seat Belts
  - Bus Maintenance Program
    - Annual State Police Bus Inspection
- **Bus Drivers Recruitment & Retention**



## MISSION & OBJECTIVES

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**It is the mission of the Transportation Department to provide *safe, efficient, on-time delivery for the students of FWCS.***

### OBJECTIVES

- Provide quality service to our parents, students and schools.
- Improve community support and confidence.
- Deliver safe and efficient transportation.

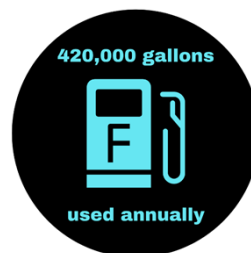


## OVERVIEW

- 2 operating facilities
  - North & South
- 280 staff positions
  - office staff, garage technicians, bus drivers, bus assistants, technology
  - 205 bus driver positions
- Budget: \$15,673,815
- 299 buses
  - 12-year replacement plan for all buses



## FUN FACTS



**16,000 students eligible for transportation services**



## STOP ARM CAMERAS

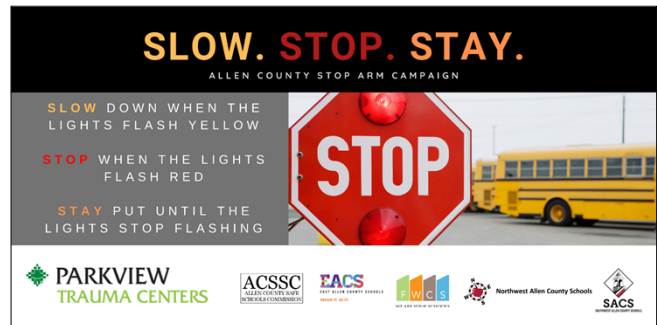
- Installed on 29 buses
- All new buses purchased will include cameras
- Provides valuable evidence to law enforcement for violations
- Why this is important





## TARGETED STOP ARM VIOLATION CAMPAIGNS

- Allen County Schools partnership for SLOW. STOP. STAY. safety campaign
- Provide local police agencies with stop arm violation hot spot data for enforcement
- Allen County prosecutor support for taking broader action on violations



## SEAT BELTS

- Installed on 87 buses
- All new buses purchased will include seat belts
- Goal to place on all buses
- Total budget to install
- Why this is important



## BUS MAINTENANCE

- 15 bus technicians servicing 299 buses
- All buses are serviced every 2,000 miles
- Every component of the bus is checked and serviced
- Buses are inspected annually by Indiana State Police with 100% passing rate



## RECRUITING & RETAINING DRIVERS



## RECRUITMENT & HIRING EFFORTS

- Bus drivers position budgeted - 205
- Current number of bus drivers – 166
- Vacant bus driver positions – 39
- Number of drivers in Commercial Driver License (CDL) training/testing – 10
- Number of drivers in final training stage – 1
- Number of drivers in the HR pre-employment stage – 4
- Number of potential drivers in the BMV permit stage – 45



### HIRING BUS DRIVERS

CALL: 260.467.1915 or Apply at [FWCSJOBS.ORG](http://FWCSJOBS.ORG)

- CDL Training provided
- \$17.75 per hour to start & up to \$23.15
- Benefits Include: Health & Dental Insurance, Pension Plan, Paid Holidays, Personal Illness and Personal Business





## RETAINING DRIVERS

### Bus driver referral program

- Bus driver receives \$200 for each successful referral
- 2019-20 – five drivers received the referral bonus

### Bus driver retention program

- Based on attendance, accidents and disciplinary action
- Level 1 bonus: \$500 (0 absences) – 2019-20 14 drivers were awarded
- Level 2 bonus: \$250 (2 absences) – 2019-20 16 drivers were awarded
- Level 3 bonus: \$100 (4 absences) – 2019-20 8 drivers were awarded

