



# Transportation Update

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## Desired Outcomes



- An understanding of impact of the bus driver shortage on the 2021-2022 school year
- An understanding of the 2022-2023 transportation plan
- An understanding of what stakeholders should expect in the upcoming school year

# Recap of 2021-22

## Fewer Bus Routes

- Ran 71 fewer yellow bus routes compared to 2020-2021
- Lost over 169 bus drivers since July 2019

## Revised Routing Parameters

- Shared runs where possible (double backs)
- Non-mirrored runs to reduce buses
- 40-minute arrival before and after school
- Plan routes to arrive no later than 15 minutes prior to the start of the school day

## Reduction in Service

- Some routes had no driver on given days
- Routes ran late on occasion

## Fewer Contracted Routes

- Lost more than 100 contract drivers since July 2019
- Vendors short ~30 drivers
- ~200-250 students were without daily on time service
- Vendors ran double routes where necessary





# 2022-23 Plan

## Goal

Every bus rider is provided service to & from school every school day

## Task

Eliminate 76 bus routes to match the projected 560 bus drivers

### *Same parameters as 2021-22*

- Shared runs where possible
- Non-mirror runs to reduce buses (60 bus reduction in 21-22)
- 40-minute arrival before and after school
- Plan routes to arrive no later than 15 minutes prior to the start of the school day

### *New parameters*

- Stretching bus run times
- More shared hybrids (double backs)
- Combine discipline runs that were split in 21-22
- Plan routes to arrive no later than 5 minutes prior to the start of the school day

# 2022-23 Plan Challenges



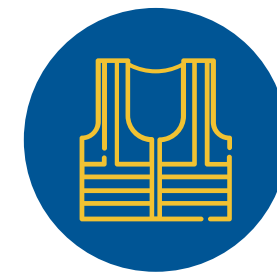
Greater demand on resources

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Shortage of drivers  
*Yellow bus and cabs*

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Safety



# Greater Demand on Resources



## Opening 4 new schools

- Apex Friendship Elementary
- Barton Pond Elementary
- Herbert Akins Road Middle
- Wake Early College-Morrisville

## Additional capped schools

## Return of Virtual Academy students



## 2022-23 Plan



### 615 total CDL drivers

- 560 bus drivers
- 55 full time permanent subs

### 584 bus routes (2022-2023)

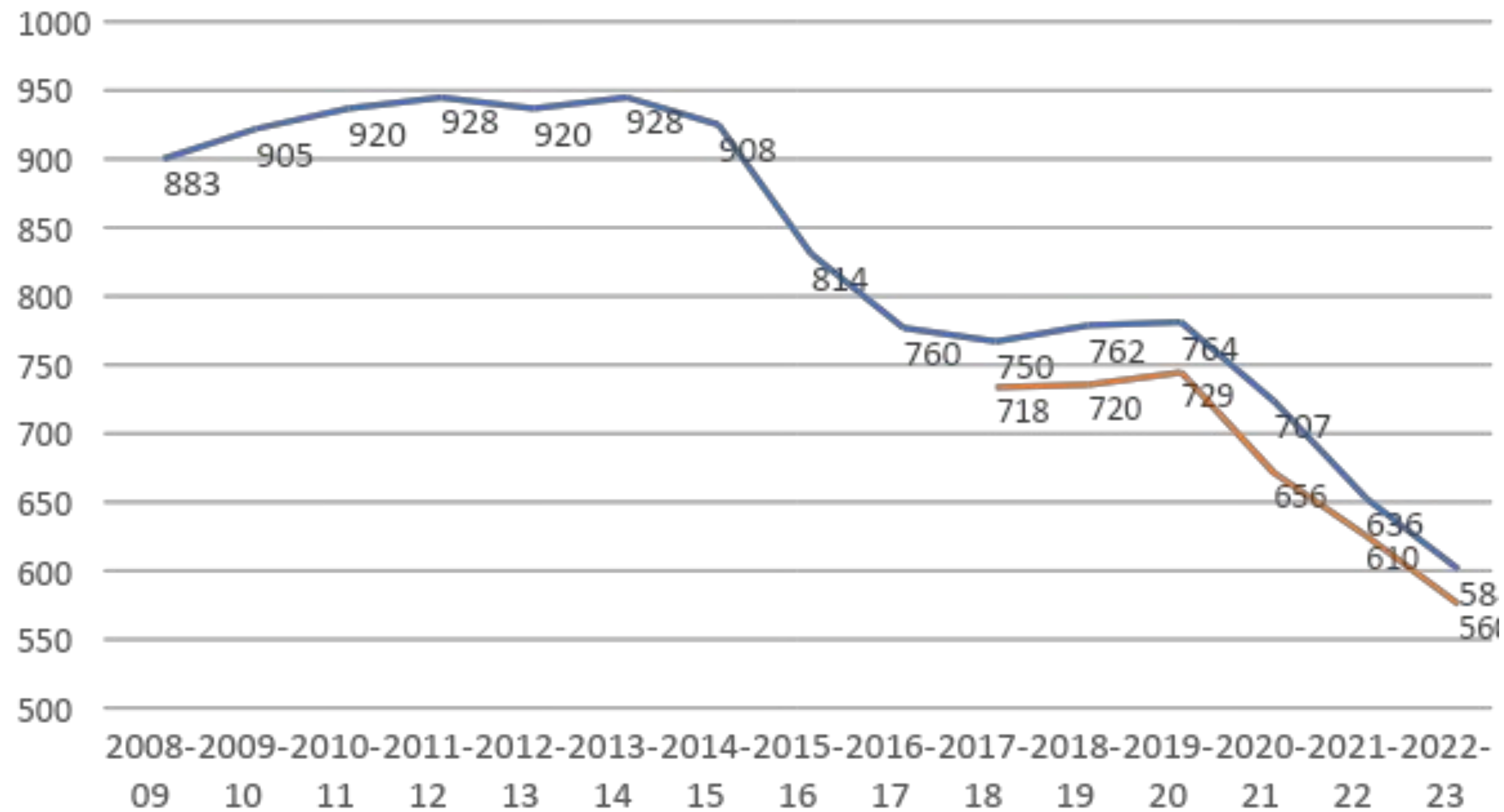
- Reduction of 52 routes from 2021-2022

### 31 sub drivers (from the 615 total drivers)

- 5.3% absentee rate tolerance (typically > 10%)



# Bus Routes and Bus Drivers, 2008-2022







# Contract Transportation, 2022-23 Plan



## Overview

- 290 total drivers (5 vendors)
- 380 routes (2022-2023)

## Increase of 20 routes from 2021-2022

- Same number of riders – 4,000
- Runs are longer – more non-proximate assignments

## 90 drivers short of planned routes

- Impacts roughly 800 riders
- 2 vendors requested to terminate contract – 96 drivers/vehicles



# Bus Driver Recruitment, 2022-23

Proposed starting salary of

**\$17.20/hr**

*\* pending Board's approval*

Sign-on bonus

**\$1,200**

Employee bonus

**\$1,250**



BUS DRIVERS

**Be the smile  
that starts  
their day.**

- Ad campaigns (TV commercials, radio, social media)
- Bus driver information sessions
- New recruitment website
- Retiree campaign





# Bus Driver Recruitment, 2022-23

## Results indicative of a tight labor market.

- 32 applicants in the July class
  - will net to only a few drivers
- 64 new hires
- 106 resignations in the last 365 days (as of Aug 2)



# Contracted Driver Recruitment, 2022-23

## Vendors

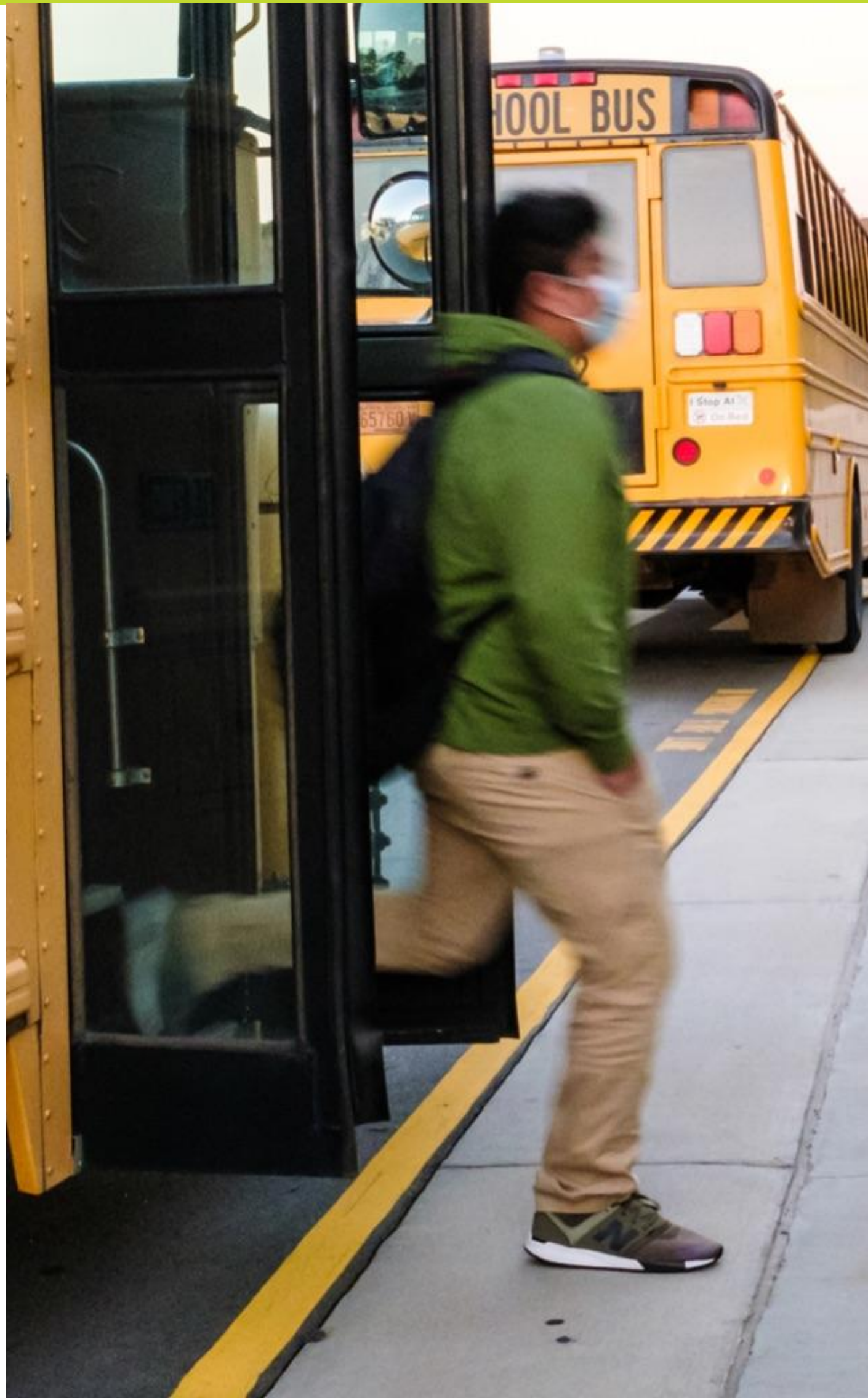
- CMC is adding 12 vehicles
- STA running recruitment campaign, Added 25 drivers since June 2022

## WCPSS

Vetting new vendors



# Rider and Driver Safety, 2022-23



## Challenge

Buses at capacity = need for improved safety measures

## Solution

- Process improvements for reporting safety issues
- Desired outcomes
  - Improved safety
  - Bus driver support and retention
  - Increased recruitment of new drivers
  - Consistent application of rider safety measures



# What to expect, 2022-23



## Yellow bus

- More buses at capacity
- Run times slightly longer
- More shared runs (doublebacks)
- AM school arrival times before the bell
- Potential for uncovered routes with callouts
- Bus drivers following new safety protocols
- As always - everything runs slow the first week of traditional school

## Contracted transportation

- Slightly longer rides
- Uncovered routes