

**Lincoln County School District
Board Meeting General Session, May 12, 2026**

Date: May 6, 2026

Dear: LCSD School Board & Transportation Leadership,

The Countdown has begun! We are quickly approaching the recruiting and start-up season. Our team is planning and preparing for multiple recruiting and community events to be sure that our public presence remains involved and inviting...hopefully leading to many applications to join the transportation family.



Driver staffing

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

- FY 26 Wages: \$23.12 – \$27.91
- Hiring Bonuses of \$3000 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 05/06/2026.

While we currently have enough drivers employed to cover all HTS routes, we still rely on borrowed drivers and staff, as employees request time-off for a variety of reasons.

Route Count (current)	64
GenEd	41
SpEd	13
Type 10	10
Driver Staffing Goal	64
Drivers Assigned to a Route	64
Cover Drivers	6
Borrowed Drivers	0
Total Drivers On Hand Excluding staff	62
CDL	53
Type 10	8
Borrowed Drivers	3
Casual Drivers (limited route availability)	(7)
Over/(Short) for Route Coverage	0
Drivers in Training/Testing	5
Apps since April 29, 2026	15
Permit Pending	8
Total # in Training (Classroom)	3
Behind-the-Wheel Training	2
Leave/Unavailable	4



Recruiting

- UPDATE CHAMBER OF COMMERCE: I have received approval to become a member with Waldport, Newport and Lincoln City's Chambers of Commerce. We are already having conversations regarding shuttle services for the chambers' events which usually lead to more recruiting opportunities.

- **UPDATE: BUS BY CHESTERS** The bus has been sitting at Chesters, Lincoln Beach, for almost a month, and we have generated interest in a few folks driving past the bus. Not only did we receive calls for our location, but also from visitors who called for their home locations.
- **RECRUITING EVENTS:** Our calendar is filling up with community events & recruiting opportunities:
 - May 9th-Garden Swap, Toledo Library
 - June 12th-End of the Year Potluck for all employees at Fogarty Park
 - June 20th-Beachcomber Day Parade, Waldport
 - June 26th-Touch-a-Truck, Newport PAC
 - July 2nd-4th-The New Lincoln County Fair, Newport
 - July 11th-Toledo Summer Festival Parade, Toledo
 - July 22nd-Lu`au at Ona Beach
 - August 3rd-Blackout Date-No Time-off requests accepted
 - August 3rd-20th-Summer School
 - August 4th-National Night Out in all cities.

We will have other recruiting events in all areas, so when you see us or one of our buses at any of the events, stop by and say hi.



Customer issues/ resolutions

- **Driver Shortage:**

As of 05/06/2026, our driver staffing goal is short by two drivers; specifically, two CDL drivers. We currently have two CDL candidates in training; however, we also have an upcoming resignation and it is likely that a couple of our long-term LOA employees will not be able to return due to health reasons. With increased support from our regional leadership, we hope to have an increased presence in the job-seekers world.

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

Since we started the route audit to balance student load counts and ride times, we have seen some improvement. We were able to reassign students with long seat times to routes that could get them home sooner, and FirstAlt also assists with the outliers that have exceptionally long route times. We will continue to find ways to help shorten seat-times for students.



Noteworthy Successes

- **Safety Dog in your Area!**

Safety dog is a community favorite, especially among our students. When Safety Dog appears at any event, he is swarmed by fans and the center of many photo ops. Because Safety Dog's presence is in high demand across the nation, our mascot's schedule quickly fills during the recruiting season. We were able to secure an appearance for multiple of our planned events.

- **First Student Contribution to the LCSD Scholarship Fund**

As every year, First Student

- **“Back Next Year Pledge” is back**

The pledge to return for the next school year has gone out to our employees on 05/04/2026 and we have already received more than 50% back, confirming that they will be back to work with us in School Year 2026/2027. Our team has until May 29 to return their pledge, and we hope that the majority—if not all—will return next year.

- **Senior Trips are in the Works**

Every year, one last bang is planned for our seniors and we continue to donate transportation to their events. We have several trips booked in our system for this graduation season, and we are working closely with the parent groups that are planning their students' events.



Important dates

- May 9-Garden Swap at the Toledo Library from 10:00AM to 3:00PM
- May 25-Memorial Day: No School