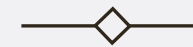




DURHAM SCHOOL SERVICES SCHOOL BOARD UPDATE



September 2023
William Zimmerman
Region Manager

Driver and Monitor Staffing Update

Current Driver Counts:

- 85 Full Time Availability
- 9 Part Time Availability

- Currently Operating 12 more routes than this time last year

Current Monitor Counts:

- 25 Full Time Availability

Recruiting Efforts

Hiring Event Held On August 26th

- Over \$50k invested in advertising including radio, print, social media, TV and job boards
- 48 Attendees
- 36 Offers extended

Current Recruiting Efforts

- Dedicated full time recruiter specifically for Fairbanks
- Continuing contracting with Webtactics to maximize online candidate flow
- Hiring events bi monthly

Driver and Monitor Pipeline

Driver Pipeline

- 7 Behind The Wheel Training
- 8 Classroom Training
- 35 Background Check
- 10 Applicant Status

60 Total

Monitor Pipeline

- 7 Background Check
- 4 Applicant Status

11 Total

Maintenance

-97.5% State Inspection Pass Rate

-Improvement of 11.5%

-100% Preventative Maintenance Inspection Compliance

Conclusion

- Strongest pipeline in over 2 years
- Highest monitor count in 2 years
- 11.5% improvement in state inspection results

Continuing recruiting/retention efforts yielding measurable results