

As The Wheel Turns

Transportation Newsletter

Transportation team,

We are down to the final stretch, five days and counting. That's all that stands between us and the finish line, and every single one of them matters.

End-of-year testing is underway, and on-time morning arrivals are not optional — they are essential to our students' success.

Drivers:

Bring your absolute best for these final five days. Leave on time, run your routes with purpose, and communicate early if any issues arise. You've carried this team all year, now is the time to finish strong.

Leadership Team:

Stay closely connected to your drivers. Support them, encourage them, and ensure nothing falls through the cracks.

We are too close to let up now. Start strong every morning and finish even stronger every afternoon.

Testing Window: Through June 10

I am incredibly proud of this entire team — drivers, leaders, and everyone in between.

Let's finish this the right way.

We've got this.

Creating Endless Possibilities One Stop at a Time



Mr. Vec Dunn

Executive Director of Transportation
Charlotte-Mecklenburg Schools

Transportation Plan of Action: Safety + Accountability

Phase 1 – Immediate Safety & Accountability

Student Seating:

- All Pre-K thru first grade students will be seated in the first five rows of the bus.

Check-In/Check-Out (Driver Responsibilities):

- Drivers will be in their seats and ready for students to board.
- Drivers will check students off as they are received from school staff during dismissal, ensuring that the student is on the correct bus.
- Drivers will re-check students as they disembark at their assigned stops, ensuring that the student is at the correct location.

Seating Charts:

- An assigned seating chart will be on the bus and on file in the area office. This chart will be updated throughout the school year to ensure the correct students are on the correct bus.

Route Substitutes:

- Any substitute driver/driver covering an extra run will receive proper route instructions (TD-25) and a student list before leaving the school.

Uncertain Drop-Offs:

- When unsure of a student's stop location, drivers will radio the transportation office for guidance. When in doubt, the driver will return the student to their school's administrator or designee.

Transportation Plan of Action: Enhanced ID + Badges

Phase 2 – Enhanced Identification & Badges

Student Badges:

- Transportation will collaborate with CMS Graphic Productions to create tags for all Pre-K thru first grade students.
 - Tags will include: Student Name, Grade, and Bus Stop Location.

Distribution & Badging:

- Transportation will distribute badges to schools for students in Pre-K through first grade Dec. 1 thru Dec 3.
- Schools will attach badges to student book bags. Schools should have each student badge attached by Dec. 4 thru Dec. 5.
- Badges will be easily identifiable and accessible for drivers to view and verify information.

Daily Walk-Out During Dismissal (Phase II is now live as of Dec. 8, 2025)

- Schools will walk students to the bus each day, and the driver will follow the safety steps outlined by CMS Transportation in Phase 1 (Check-In/Out Driver Responsibilities).

SPOTLIGHT ON TRANSPORTATION STAFF





Special congrats to our first-place winner, Phillip Matthews, for earning first place in this year's competition.

Photo (left to right):
Phillip Matthews - Independence;
Delvico "Vec" Dunn (Executive Director)



Engines roared to life one after another as bus drivers lined up at the cones, preparing to compete in the district-level Transportation Roaddeo—an obstacle course designed to simulate real-world driving challenges—hosted by Charlotte-Mecklenburg Schools. Created to showcase safety, precision and driving expertise, the competition featured 11 drivers from CMS, Union County Public Schools and Richmond County Schools. Participants navigated tight turns, backed into designated spaces, parallel parked and completed other skill-based maneuvers.



Seven drivers will advance to the state-level competition in Raleigh on June 4.

Photo (left to right):
Sirlestine Moses - Union; **Angela Thomas** - Union;
Amanda Cannon - Union; **Paul Wilson**, CMS; **Laura Gillespie** - Richmond; **Jose Guzman** - CMS; **Phillip Matthews** - CMS

Something Special for Ace



A Special Thank You LaQuisha Mercer

We would like to extend a heartfelt thank you to one of our dedicated drivers LaQuisha Mercer for going above and beyond to brighten a child's day.

During a challenging time, Ace a child bravely fighting HLHS; had one simple birthday wish: to see a school bus. Our Transportation Leadership team and a caring driver made it happen, bringing joy, excitement, and a much-needed smile. This small act of kindness made a lasting impact and lifted his spirits.

Moments like this remind us of the care and compassion within our community. Thank you for making a difference in such a special way.

[More about Ace](#)



NEW CAREER OPPORTUNITIES IN CMS TRANSPORTATION

As our department continues to grow and expand, we are constantly seeking new opportunities to maximize our mission and vision! Our commitment to serving the Charlotte-Mecklenburg Schools community remains unwavering, and we are excited to announce new job openings that reflect our growth. Openings include:

- [Bus Driver](#) | Responsible for driving a school bus to provide safe, efficient, and on-time transportation of CMS students to and from assigned schools on a daily basis.
- [Technician, Transportation Operations \(Mallard Creek Area\)](#) | The technician, transportation operations, under general supervision, performs clerical work with minimal decision-making discretion related to the daily coordination and operation of assigned transportation area including communicating with stakeholders and maintaining records. Employee performs district-level work to carry out Board of Education policies under the direction of the Transportation Area Manager.
- [Lead Bus Driver](#) | The lead bus driver, under general supervision, performs support work with minimal decision-making discretion in the coordination and guidance of assigned bus drivers and school buses. Position is responsible for communicating with assigned bus drivers including relaying critical information. Position is also responsible for driving a school bus (as needed) to provide safe, efficient, and on-time transportation for students to and from assigned schools on a daily basis. Employee performs district-level work to carry out Board of Education policies under the direction of the Manager, Area Transportation.
- [Transportation Support and Logistics Manager Transportation](#) | The transportation support and logistics manager, under intermittent supervision, performs highly complex work with limited decision-making discretion overseeing the procurement activities associated with compliance and selection of all contracted transportation. Position performs advanced contract functions including issuing solicitations and coordinating evaluation of proposals, contract negotiations, contract execution, and administration. Employee performs complex work to carry out Board of Education policies and procedures under the direction of the Executive Director of Transportation.
- [Technician II](#) | The Transportation Technician II, under general supervision, performs skill-based work with minimal decision-making discretion operating, maintaining, and repairing buses and other vehicles in the school transportation program. Position is responsible for troubleshooting and resolving problems of varied complexity with little assistance. Employee performs district-level work to carry-out Board of Education policies under the direction of the Transportation Maintenance Services Supervisor.
- [Transportation Technician I](#) | The Transportation Technician I, under general supervision, performs skill-based work with minimal decision-making discretion performing routine preventative maintenance on vehicular equipment including gasoline and diesel-driven vehicles to maintain a safe and economical fleet. This position will be directly responsible for fueling buses and the upkeep of tires on buses. Employee performs district-level work to carry-out Board of Education policies under the direction of the Transportation Maintenance Services Supervisor.
- [Director, Fleet](#) | The director of fleet services, under minimal supervision, performs senior-level work with considerable decision-making discretion to ensure safe, efficient, and economical maintenance of district vehicles including school buses, activity buses, and fleet vehicles. This position is responsible for ensuring compliance with all aspects of preventive maintenance and safety regulations. Employee performs district-level work to carry out Board of Education policies under the direction of the executive director of transportation.
- [Director, Transportation Operation](#) | The director of transportation operations, under minimal supervision, performs senior-level work with considerable decision-making discretion to ensure that all students are provided safe and efficient transportation to and from school. The position is responsible for promoting quality customer service, and making solid and timely decisions to ensure safe and compliant transportation services. Employee performs district-level work to carry out Board of Education policies under the direction of the Executive Director of Transportation.

To learn more about open positions, please visit cmsk12.org/careers to learn more, apply, and share with your networks! (Links will remain active until the position closes).



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.

To schedule an appointment, call **704-275-1666**.



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

2025–2026 WILDLY IMPORTANT GOALS

1

Maintain or exceed an on-time arrival average of 93–95% in the morning, and 88–89% in the afternoon.

2

Decrease the annual DPI inspection score to 40–42 points.

3

Achieve a 3% increase in new hires and reduce separations by 3% year-over-year.

4

Install and implement a new GPS system by August 2026.

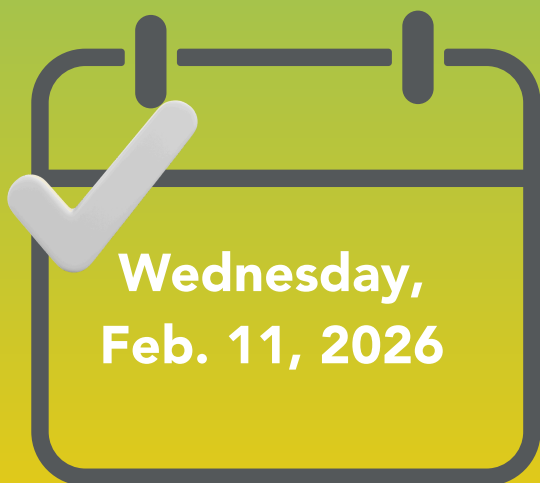
2025–2026 Early Release Dates

Early release days provide staff with additional time to participate in professional development workshops. These workshops can enhance instructional knowledge and skills, improving student learning.

Schools will dismiss three hours earlier than their normal time, and buses will drop students off three hours earlier than their usual time.



2025–2026 Early Release Dates



****Reminder: April 29th will be a full instructional day for all students in Charlotte-Mecklenburg Schools. This date was originally an early release day.**

JUNE CALENDAR UPDATES

June 10th: Last Day of School

SUMBIT YOUR NEWS AND UPDATES!

Want to be featured in the CMS Transportation Newsletter?

Email Ebony Wise for more details and information!

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