

As The Wheel Turns

Transportation Newsletter

Dear Team,

With April upon us and Spring Break on the horizon, this is our moment to reset, refresh, and refuel. Every new season brings new energy, and this one reminds us that growth happens when we pause, breathe, and prepare for what's ahead.

Our annual Bus Road-eo and Maintenance Competition is the perfect spring break send-off. It's more than an event, it's a celebration of the skill, pride, and professionalism each of you bring every single day. Taking time to connect, laugh, and enjoy fellowship with one another strengthens the spirit that makes our team exceptional.

"If you can't fly, then run; if you can't run, then walk; if you can't walk, then crawl, but whatever you do, you have to keep moving forward." — Martin Luther King Jr.

I am truly inspired by your dedication and the standard of excellence you uphold. Together, we continue to achieve great things, and we're only getting stronger. To every driver, monitor, dispatcher, technician, and transportation staff member, thank you.

Let's carry this momentum forward and finish the year with purpose, pride, and confidence

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



30 MARCH, 2026

STN CONFERENCE

NORTH CAROLINA PUBLIC SCHOOLS

MECKLENBURG COUNTY

EXECUTIVE DIRECTOR **VEC DUNN**

FLEET PANEL QUESTIONS

One of the key topics that came up during the panel was the real impact of high gas prices on school transportation. Panelists agreed that districts are feeling the squeeze, and that smart routing and well-maintained fleets are some of the best tools available to stretch every dollar – without compromising the safety and reliability families count on.



OUR EXECUTIVES PERSPECTIVE

Ridership and routing was another hot topic on the panel. Transportation leaders noted that the number of buses on the road is directly tied to how many students are riding – and that keeping a close eye on that data is what allows teams to plan smarter and serve students more effectively.



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.
- [Lead Bus Driver \(Chambers/Mallard Creek Area\)](#) | 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.
- [Manager, Area Transportation \(Harding/West Meck\)](#) | The area transportation manager, under intermittent supervision, performs supervisory work with minimal decision-making discretion assisting to ensure that all students are provided with safe and efficient transportation to and from school. Position manages the daily operation of their assigned transportation area and makes decisions that align with set policies and procedures. Employee performs district-level work to carry-out Board of Education policies under the direction of the Director of Transportation Operations.
- [Technician, Transportation Quality Support](#) | The transportation quality support technician, under general supervision, performs clerical work with minimal decision-making discretion providing transportation-specific information and quality customer service to district staff, parents, and the public. Position assists the area office with daily operational tasks including research, analysis, and response to customers' transportation questions, issues, and concerns within established local, state and federal laws and guidelines. Employee performs district-level work to carry out Board of Education policies under the direction of the Area Transportation Manager.
- [Supervisor, Transportation Maintenance Services](#) | The transportation maintenance services supervisor, under intermittent supervision, performs supervisory work with limited decision-making discretion managing the vehicular maintenance program at assigned transportation staging site. Position supervises all servicing, scheduled maintenance, fueling, inspections, and minor repairs. Employee performs district-level work to carry out Board of Education policies under the direction of the Assistant Director of Fleet Services.
- [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.

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.

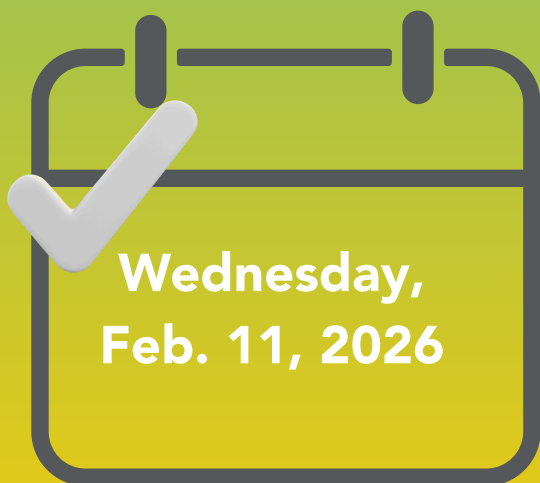
2025–2026 Early Release Dates

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.**

MARCH CALENDAR UPDATES

April 3: Teacher Workday

April 6: Holiday

April 7-10: Annual Leave (Spring Break)

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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