

# As The Wheel Turns Transportation Newsletter

Dear Team,

February is *Love the Bus Month*, a time to recognize and celebrate the dedication of our incredible transportation team. Your commitment to serving our community each day does not go unnoticed. Each day, you play a vital role in the lives of students and families. Your dedication and commitment make a meaningful impact.

As Vince Lombardi once said, **"The difference between a successful person and others is not a lack of strength, not a lack of knowledge, but rather a lack of will."** Your dedication, perseverance, and professionalism are what allow our team to succeed, especially during challenging times.

Recently, we have experienced uncharted and challenging weather conditions. During times like these, the safety of our staff, students and community remains our highest priority. We remain committed to emphasizing safety while also providing reliable, on-time transportation. We appreciate your flexibility, professionalism, and continued focus on safety as we navigate these conditions together as a district.

As Helen Keller once said, **"Alone we can do so little; together we can do so much."** Your teamwork, cooperation, and support for one another are what allow us to continue moving forward safely and successfully.

Thank you for your continued dedication, teamwork, and commitment to excellence each and every day. What you do each day truly matters.



**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).

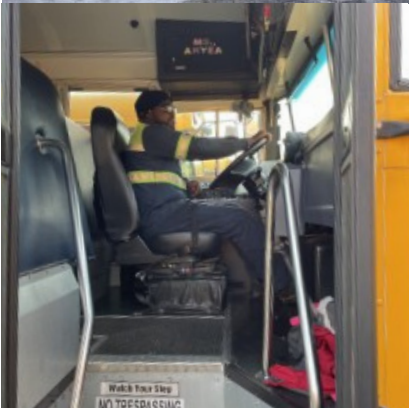
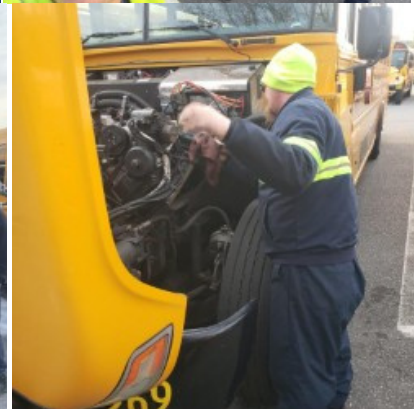
# Love The Bus



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# SPOTLIGHT ON TRANSPORTATION STAFF



# 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](#) | 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.
- [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.
- [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](https://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.**

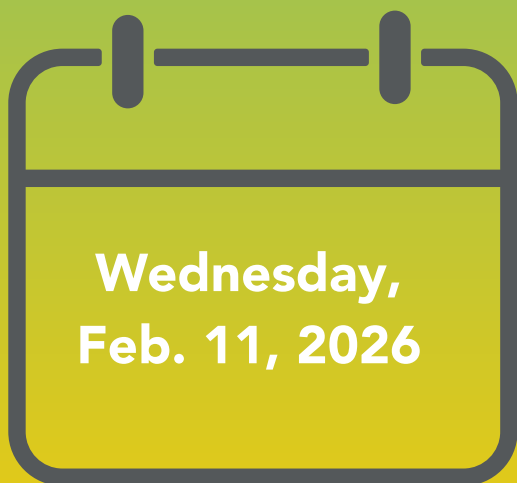
# 2025–2026 Early Release Dates

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



# FEBRUARY CALENDAR UPDATES

February 16: Teacher Workday

## SUMBIT YOUR NEWS AND UPDATES!

Want to be featured in the CMS Transportation Newsletter?

Email Ebony Wise for more details and information!

[EbonyH.Wise@cms.k12.nc.us](mailto:EbonyH.Wise@cms.k12.nc.us)

