

**DAVIDA RUSSELL OHIO  
SCHOOL BUS SAFETY  
WORKING GROUP**



**SCHOOL BUS DRIVER  
RECOMMENDATION**

# School Bus Drivers Recommendations To The Governors

## School Bus Drivers Safety Group

### Statement:

Improving the laws and regulations concerning school bus drivers is critical for ensuring the safety of students, aids and drivers, along with creating job security. After communicating with a little over 1,163 school bus drivers and aids around the state of Ohio, either in person or either through the three Zoom meetings that were scheduled to gather information from school bus drivers concerning the issues and safety around school bus driving. Here are some recommendations to consider from school bus drivers around the state. Implementing these recommendations can contribute to creating a safer and more supportive environment for school bus drivers, ultimately ensuring the well-being of both the driver and the students they transport.

1. **Safety Regulations:** Enhance safety regulations for school busses, including mandatory training on defensive driving, emergency response and dealing with improper behavior among students and mandatory aids or monitors on every bus.
2. **Employment Benefits:** implement laws that provide school bus drivers with a fair and dignified wage for their professional knowledge and the skills they possess. Health insurance, retirement benefits and paid time off.
3. **Anti-Discrimination Policies:** Developed and enforced anti-discrimination policies to protect school bus drivers from any form of discrimination or harassment based on their gender, race, religion or other characteristics.
4. **Adequate Rest Areas:** Ensure the provision of adequate rest areas for school bus drivers during their routes to allow them to take necessary breaks and maintain their well-being.

5. **Improve Communication Channels:** Establish effective communication channels between school authorities, transportation departments and drivers to promptly address any concerns and ensure a smooth operation.
6. **Technology Integration:** Integrate advanced technology such as outside cameras and alarm for emergency situations to enhance the safety of both the driver and the students. Invest in modern technology. So that there are real time communication systems to help drivers navigate routes, an effective response to emergencies.
7. **Support For Professional Development:** Provide opportunities for professional development and training programs to help school bus drivers enhance their skills and stay. Updated with the latest safety. Protocols and technologies.
8. **Mental Health Support:** Offer access to mental health support services for school bus drivers to help them cope with any job-related stress Trauma or emotional challenges they may face during their employment.
9. **Anti Bullying Measures:** Implement measures to address bullying and misbehavior on. School busses providing drivers with the tools and support to manage unruly students effectively.
10. **Adequate Pay and Benefits:** Ensure that school bus drivers receive fair compensation benefits and job security given the importance of their role in ensuring safety. Child safety.
11. **Emergency Preparedness:** Train school bus drivers in emergency procedures in handling accidents, medical emergencies and natural disasters and physical threats.

- 12. Route Planning and Scheduling:** Optimize bus routes and schedule. To reduce stress and fatigue for drivers Minimize the time spent driving in heavy traffic or doing adverse weather conditions.
- 13. Collaboration With Law Enforcement:** Foster collaborations between school districts and law enforcement agency to address safety concerns, such as enforcing traffic laws around school busses.
- 14. Union Support:** Encourage the formation of or support existing labor unions to represent school bus drivers and negotiate for better wages and working conditions.
- 15. Community Involvement:** Mandate and promote in person and virtual community involvement and awareness of the importance of school bus drivers' roles in child safety and education. Mandatory bus training for parents and students who are transported on a bus on the procedures of school bus safety on and off the bus.
- 16. Regular Review and Updates:** Periodically review and update laws and regulations to ensure the maintain and current effective in addressing and evolving challenges in the field of school bus transportation.
- 17. Safety Measures.** Implement safety training programs for all school bus drivers focusing on defensive driving. CPR, technical student. Management and emergency protocol.
- 18. Job Security and Benefits:** Advocate for improved wages and benefits to attract and retain qualified bus drivers. Recognizing the critical role, they play in ensuring the safety of students during transportation established clear career advancement opportunities and provide additional training to encourage professional development within the school transportation sector.

- 19. Legal Protection:** Introduce laws that safeguard bus drivers from physical and verbal abuse by students or parents with strict consequences for any forms of harassment or violence against them. Enhance legal protection for drivers in case of accidents or incidents that occur during the course of their duties, ensuring they receive adequate support and representation.
- 20. Community Engagement:** Foster open communication channels between schools and parents, and bus drivers to address concerns and develop collaborative solutions that prioritize the safety and well-being of all students during transportation. Encourage community involvement in supporting school bus drivers, promoting respect and appreciation for the critical roles they play in the education system. Encourage community involvement in creating a supportive environment for school bus drivers. This can involve initiatives such as parent education programs, community events and awareness campaigns to promote respect and appreciation for the vital role that school bus drivers play in the community.
- 21. Fair Remuneration and Benefits:** Ensure that school bus drivers receive fair wages and benefits that are commensurate with the responsibilities and risks associated with their job. This should include health insurance, retirement plan and paid leave and paid time off.
- 22. Collaboration with Stakeholders.** Foster collaboration between government agencies, school administration, transportation companies and relevant stakeholders to develop comprehensive policies that prioritize the well-being of school bus drivers while ensuring the safe transportation of students.
- 23. Strict Enforcement of Traffic Laws:** Strengthen enforcement of traffic laws pertaining to school bus safety, including stricter penalties for drivers who fail to stop for a school bus when required.
- 24. Job Security and Support:** Implement measures to protect school bus drivers from unfair discipline and provide adequate support in case of disputes or incidents on the job.

**25. Improve Communication and Training in Dealing with Students.** Provide additional training on effective communication and handling of student's behavior to prevent confrontations and maintain a safe and respectful environment on the bus.

**26. Regular Performance Evaluation:** Established a system for regular performance evaluation to identify areas for improvement and provide necessary support for training for school bus drivers.

**27. Alternative measures:** Instead of seatbelts, alternative measures can be implemented to provide a great deal of safety to students and school bus drivers regarding the new technology that every bus could be equipped with to cut down on accidents and fatalities. Mandate that all School busses are to be equipped with all the up-to-date safety features and technology that can help the school bus driver operate and maintain safety with their buses.

## Comments, Recommendations and Suggestions Retracted From The State Email Provided By Staff Broken Down In Five Categories.

- 1. Inclusion of Experienced Bus Drivers in Safety Committees:** Discuss the concerns raised by experienced bus drivers about their exclusion from the School Bus Safety Working Group. Recommend the inclusion of active school bus drivers, with significant years of experience, on the safety committees to provide valuable insights into daily safety challenges.
- 2. Emergency Egress System for School Buses:** Acknowledge the retired transportation director's request for a discussion on emergency egress systems for school buses. Consider exploring the feasibility and potential benefits of implementing emergency egress systems to enhance evacuation procedures during real-life emergencies.
- 3. Addressing Concerns about Seat Belts:** Deliberate on the concerns raised by drivers regarding the potential implementation of seat belts on school buses. Discuss alternative safety measures proposed by drivers, such as installing cameras on buses and having aides, to address safety concerns without introducing seat belts.
- 4. Enhancing Training Programs for Bus Drivers:** Respond to the concerns raised by a bus driver regarding the need for additional training for drivers and challenges faced on the road. Discuss ways to enhance training programs for both new and experienced bus drivers to improve their skills in handling various situations.
- 5. Consideration of Safety Measures for High-Speed Travel:** Respond to the mother/grandmother's concerns about the lack of seatbelts on buses travelling at high speeds. Explore the possibility of installing seatbelts on buses designated for highway travel or consider alternative safety measures to ensure the well-being of students during high-speed transportation.

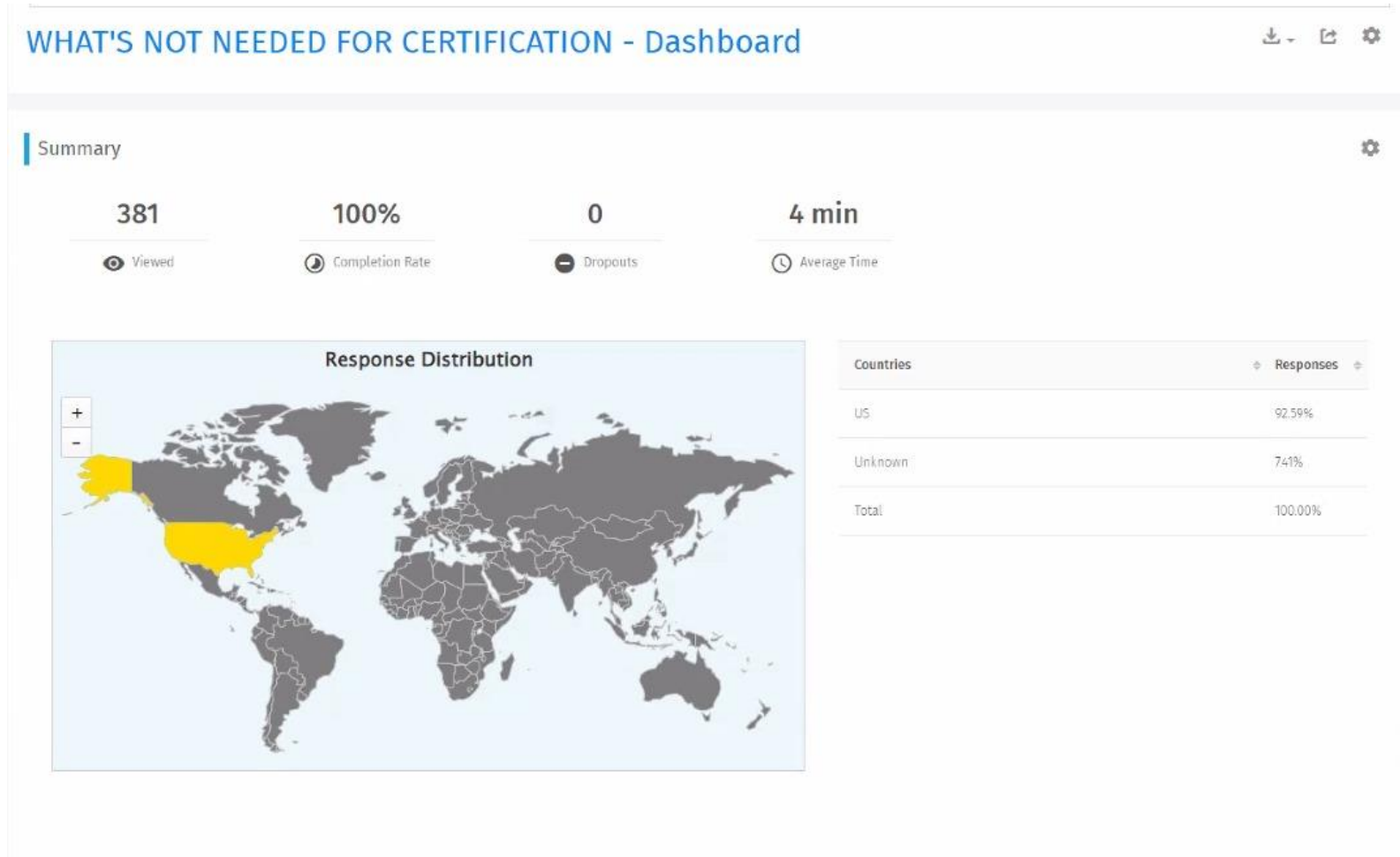
## **Survey 1: WHAT'S NOT NEEDED FOR CERTIFICATION**

**My Dashboard**

**Ladydrussell@gmail.com**

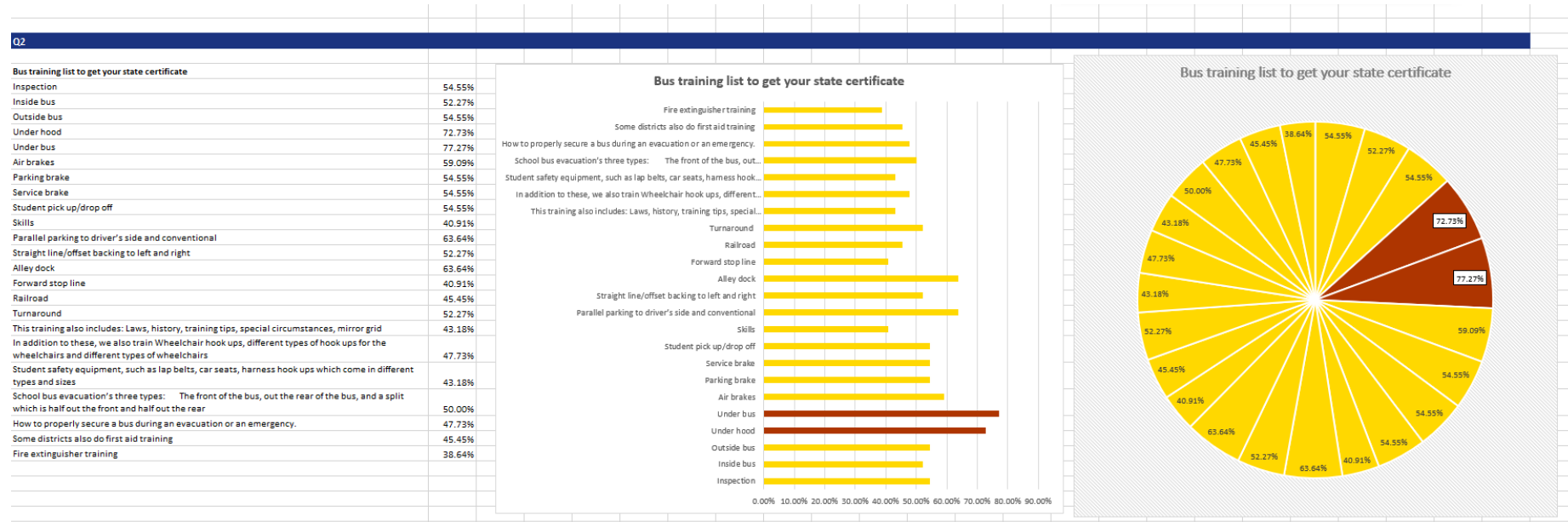


# Survey Overview



Viewed	Completion Rate	Drop Outs (After Starting)	Average Time to Complete Survey
<b>381</b>	<b>100%</b>	<b>0</b>	<b>4 minutes</b>

## Q2. Bus training list to get your state certificate



	Answer	Percentage
1.	Inspection	54.55%
2.	Inside bus	52.27%
3.	Outside bus	54.55%
4.	Under hood	72.73%
5.	Under bus	77.27%

6.	Air brakes	59.09%
7.	Parking brake	54.55%
8.	Service brake	54.55%
9.	Student pick up/drop off	54.55%
10.	Skills	40.91%
11.	Parallel parking to driver's side and conventional	63.64%
12.	Straight line/offset backing to left and right	52.27%
13.	Alley dock	63.64%
14.	Forward stop line	40.91%
15.	Railroad	45.45%
16.	Turnaround	52.27%
17.	This training also includes: Laws, history, training tips, special circumstances, mirror grid	43.18%
18.	In addition to these, we also train Wheelchair hook ups, different types of hook ups for the wheelchairs and different types of wheelchairs	47.73%
19.	Student safety equipment, such as lap belts, car seats, harness hook ups which come in different types and sizes	43.18%
20.	School bus evacuation's three types: The front of the bus, out the rear of the bus, and a split which is half out the front and half out the rear	50.00%
21.	How to properly secure a bus during an evacuation or an emergency.	47.73%
22.	Some districts also do first aid training	45.45%
23.	Fire extinguisher training	38.64%

### Q3. Comments/Suggestions:

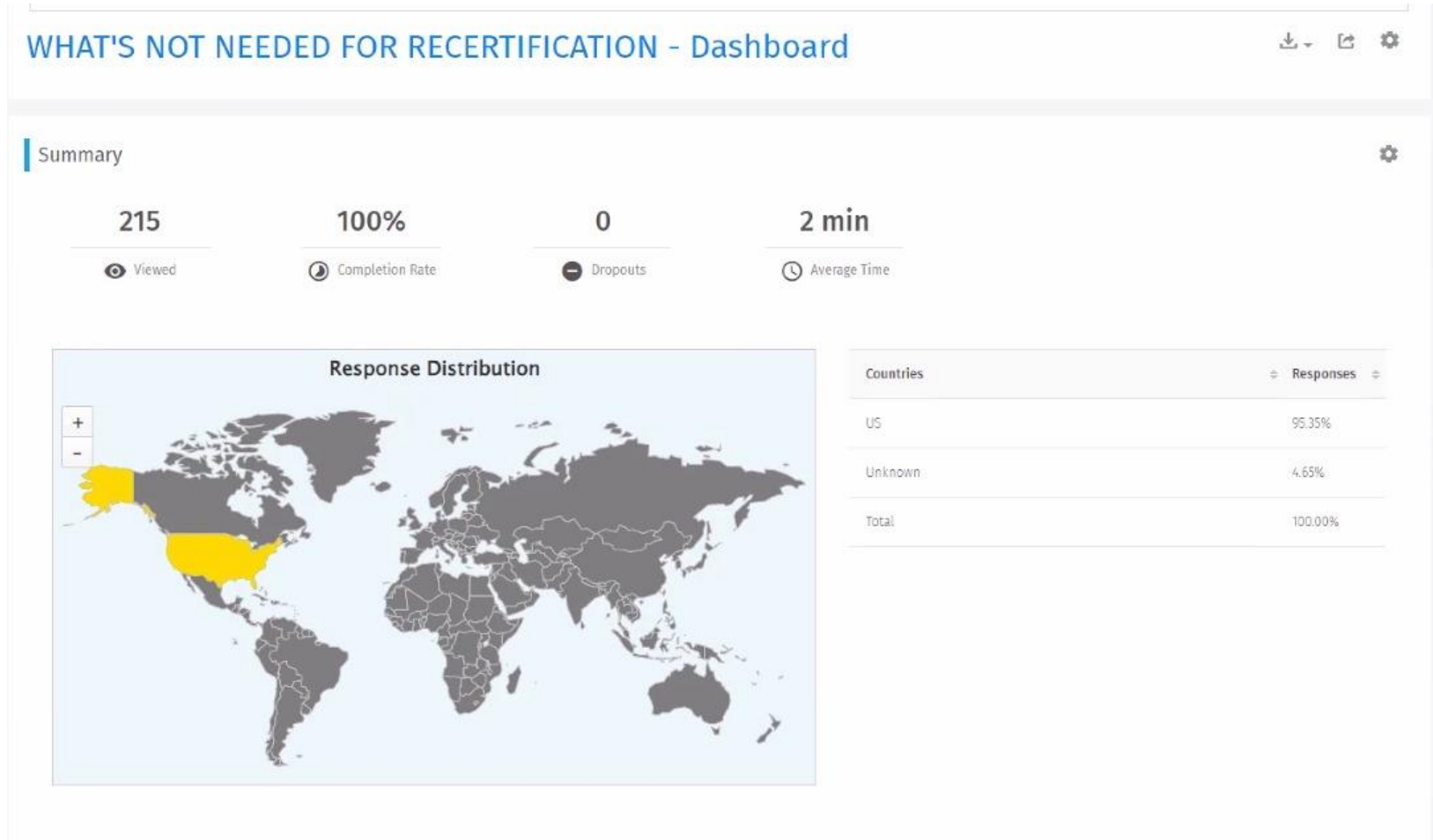
117881801	I feel it should be mentioned to bus driver trainers to become aware of how high your bus is and how much it weighs.
117023023	23 years
116821437	Add GPS to routes. No papers to read while driving
116646359	They removed alley dock, and parallel parking and other stuff.
116376937	We do these things every day, not sure why all are required to do re-cert
116376912	You need all of these items to get your certification
116376897	Do nothing under the bus or under the hood.
116376793	Berea city schools
116376787	Kirtland city school district
116376694	Parts under hood @ underneath w bus loop
116376650	Strongsville City Schools
116376610	Can't put school district in
116376579	Would not let me put in district.
116376570	I'm with Solon City School District
116376557	Strongsville City Schools
116376554	Willoughby Eastlake School District
116376553	Will not allow me to put in school district
116376535	I feel that ALL of the above should be required.

## **Survey 2: WHAT'S NOT NEEDED FOR RECERTIFICATION**

**My Dashboard**

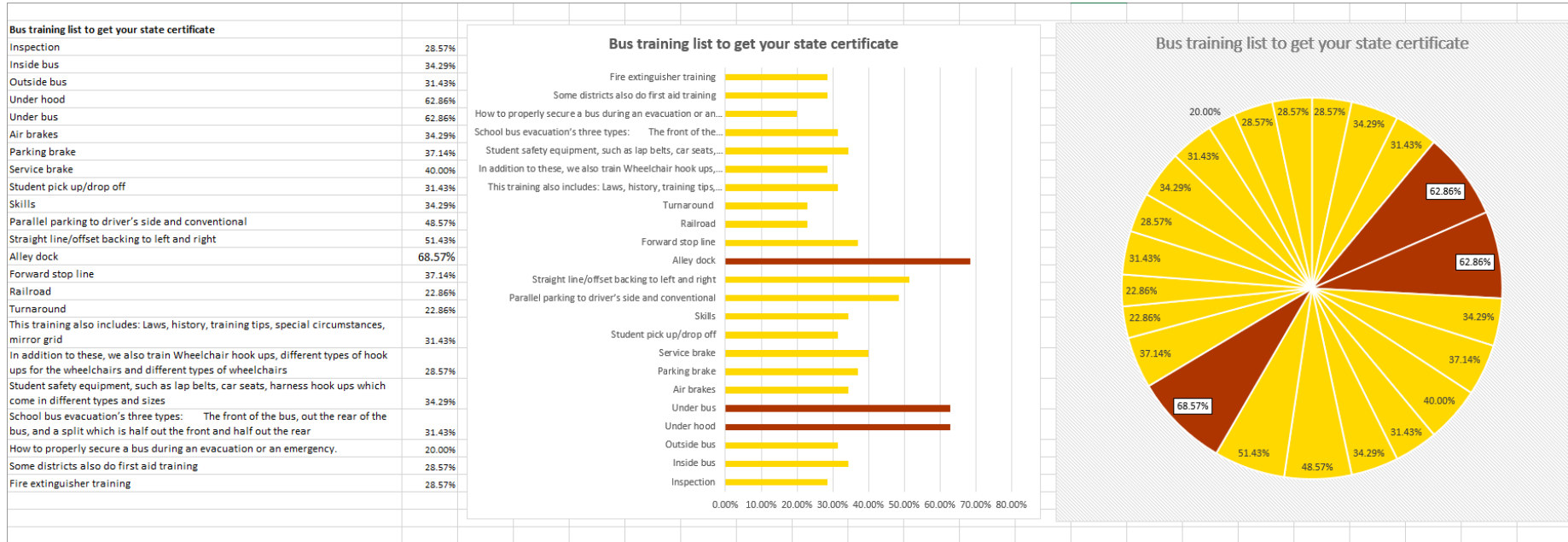
**Ladydrussell@gmail.com**

# Survey Overview



Viewed	Completion Rate	Drop Outs (After Starting)	Average Time to Complete Survey
<b>215</b>	<b>100%</b>	<b>0</b>	<b>2 minutes</b>

## Q2. Bus training list to get your state certificate



	Answer	Percentage
1.	Inspection	28.57%
2.	Inside bus	34.29%
3.	Outside bus	31.43%
4.	Under hood	62.86%
5.	Under bus	62.86%
6.	Air brakes	34.29%
7.	Parking brake	37.14%

8.	Service brake	40.00%
9.	Student pick up/drop off	31.43%
10.	Skills	34.29%
11.	Parallel parking to driver's side and conventional	48.57%
12.	Straight line/offset backing to left and right	51.43%
13.	Alley dock	68.57%
14.	Forward stop line	37.14%
15.	Railroad	22.86%
16.	Turnaround	22.86%
17.	This training also includes: Laws, history, training tips, special circumstances, mirror grid	31.43%
18.	In addition to these, we also train Wheelchair hook ups, different types of hook ups for the wheelchairs and different types of wheelchairs	28.57%
19.	Student safety equipment, such as lap belts, car seats, harness hook ups which come in different types and sizes	34.29%
20.	School bus evacuation's three types: The front of the bus, out the rear of the bus, and a split which is half out the front and half out the rear	31.43%
21.	How to properly secure a bus during an evacuation or an emergency.	20.00%
22.	Some districts also do first aid training	28.57%
23.	Fire extinguisher training	28.57%



### Q3. Comments/Suggestions:

117890660	It's foolish for a driver to have to inspect mechanisms which cannot be easily seen and/or touched by the driver every day. These things are closely inspected by the highway patrol several times a year. They should be the responsibility of the mechanic.
116821534	GPS system for routes. Stop using paper to run routes.
116377480	When we on the outside we shouldn't be held responsible for the parts of the bus! I'm concerned with!
116377263	Kirtland city school district
116377253	Strongsville City Schools
116377127	I think there should be Wheelchair transportation training. I think it should be part of the classroom portion of the recertification.
116376929	513 253 5032 I think it's necessary to have one recertify at a high level to remove complacency. I agree that under the hood & under the bus should be up to the mechanics.
116376876	Will not allow me to enter school district
116376840	Willoughby/Eastlake-Peterman
116376811	FCBDD
116376725	Again, ALL should be required. You can never be "over trained".
116376721	Would not let me put district.
116376707	Skills

## **Survey 3: Additional Training Needed**

**My Dashboard**

**Ladydrussell@gmail.com**

# Survey Overview

## Survey 3 : Additional Training Needed - Dashboard



### Summary



190

Viewed

100%

Completion Rate

0

Dropouts

3 min

Average Time



Countries	Responses
US	94.74%
Unknown	5.26%
Total	100.00%

Viewed	Completion Rate	Drop Outs (After Starting)	Average Time to Complete Survey
190	100%	0	3 minutes

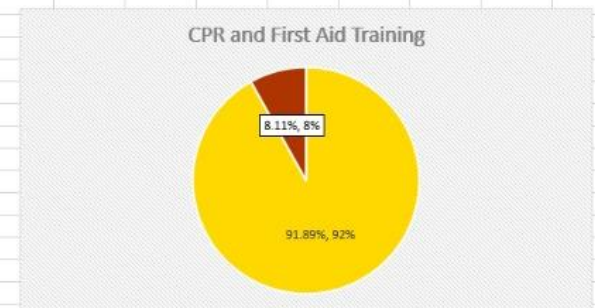
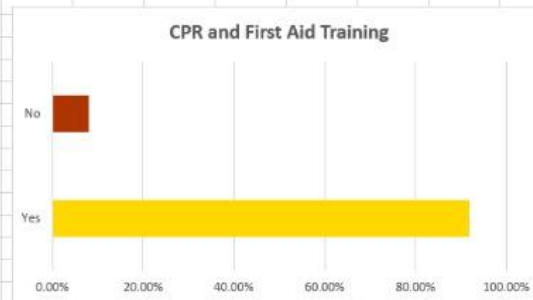
## Q2. CPR and First Aid Training

Q2

CPR and First Aid Training

Yes	91.89%
No	8.11%

Mean	1.08
Standard Dev.	0.28
Variance	0.08



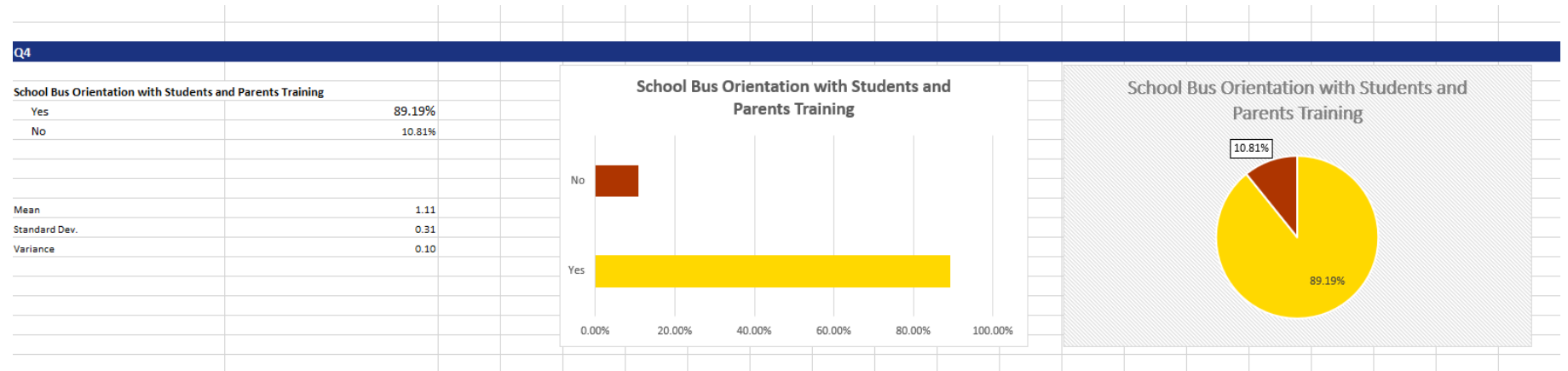
	Answer	Percent
1.	Yes	91.89%
2.	No	8.11%
	Total	100%

### Q3. Defensive Driving Training



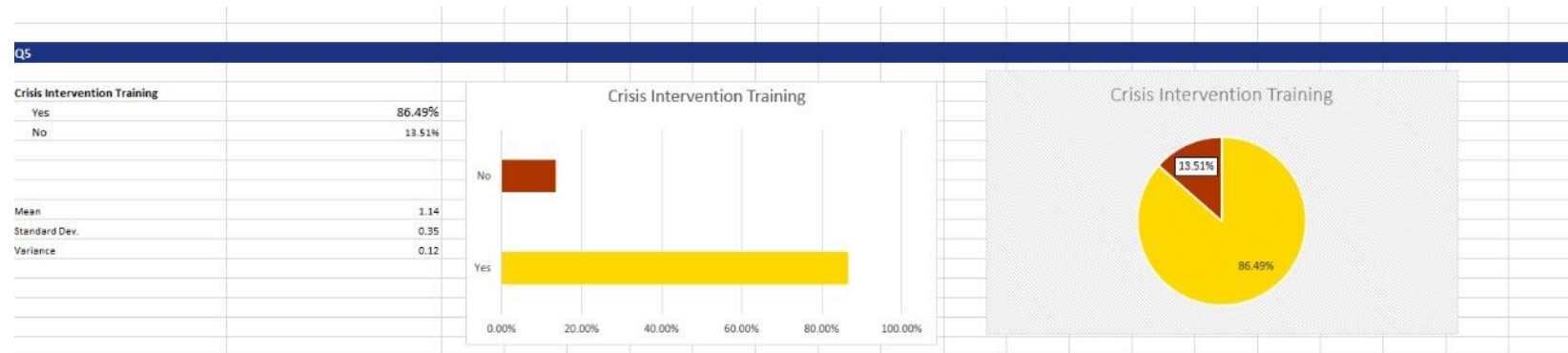
	Answer	Percent
1.	Yes	89.19%
2.	No	10.81%
	Total	100%

## Q4. School Bus Orientation with Students and Parents Training



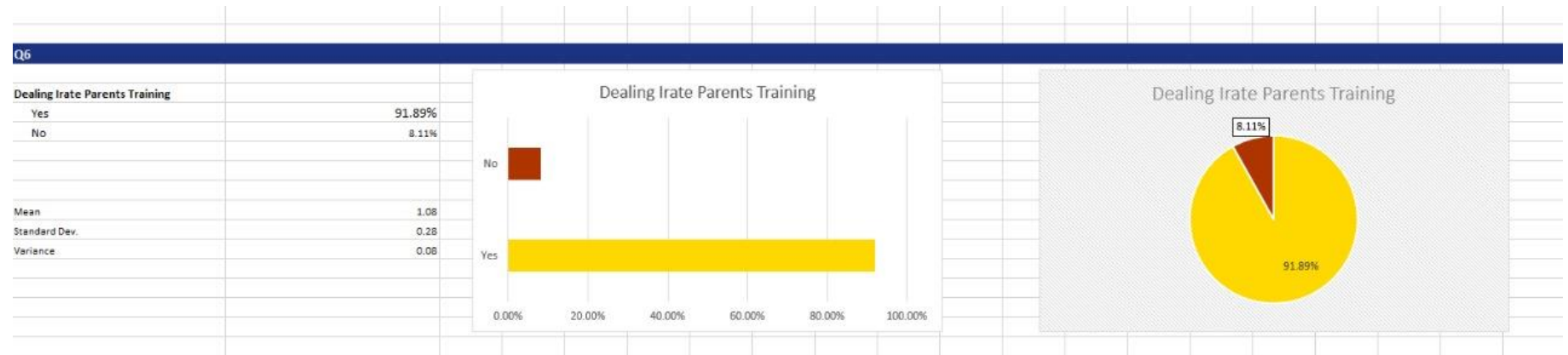
	Answer	Percentage
1.	Yes	89.19%
2.	No	10.81%
	Total	100%

## Q5. Crisis Intervention Training



	<b>Answer</b>	<b>Percent</b>
1.	Yes	86.49%
2.	No	13.51%
	Total	100%

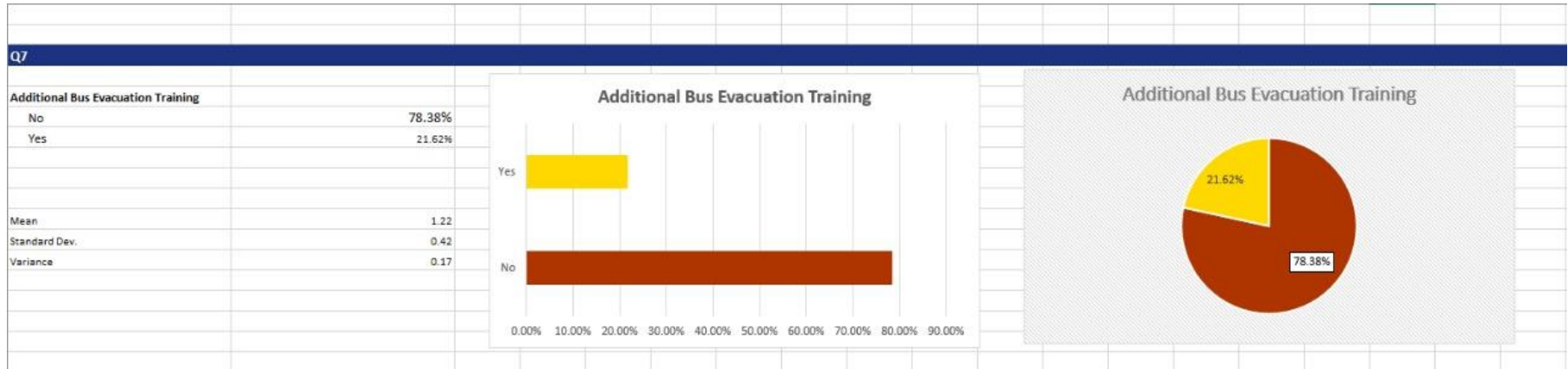
## Q6. Dealing With Irate Parents Training



	<b>Answer</b>	<b>Percent</b>
1.	Yes	91.89%
2.	No	8.11%
	Total	100%

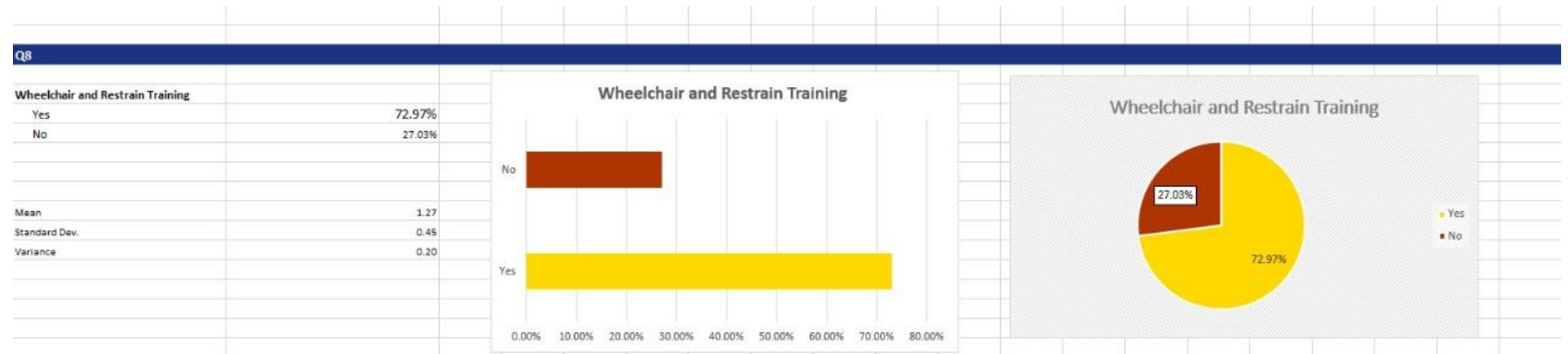


## Q7. Additional Bus Evacuation Training



	<b>Answer</b>	<b>Percent</b>
1.	No	78.38%
2.	Yes	21.62%
	Total	100%

## Q8. Wheelchair and Restrain Training



	<b>Answer</b>	<b>Percent</b>
1.	Yes	72.97%
2.	No	27.03%
	Total	100%

# Q9. Special Circumstances Training



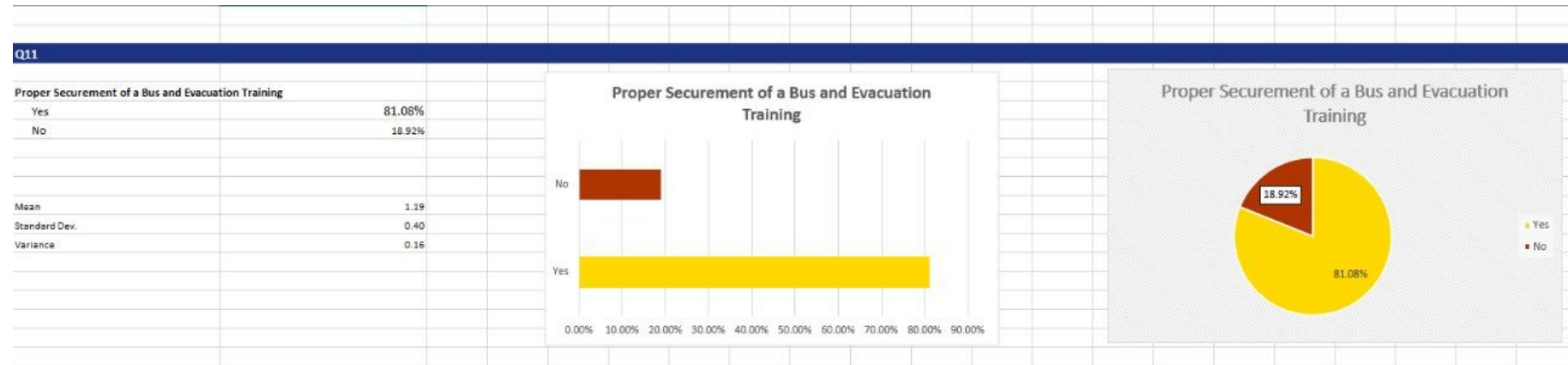
	Answer	Percent
1.	Yes	78.38%
2.	No	21.62%
	Total	100%

# Q10. Fire Extinguishers Training



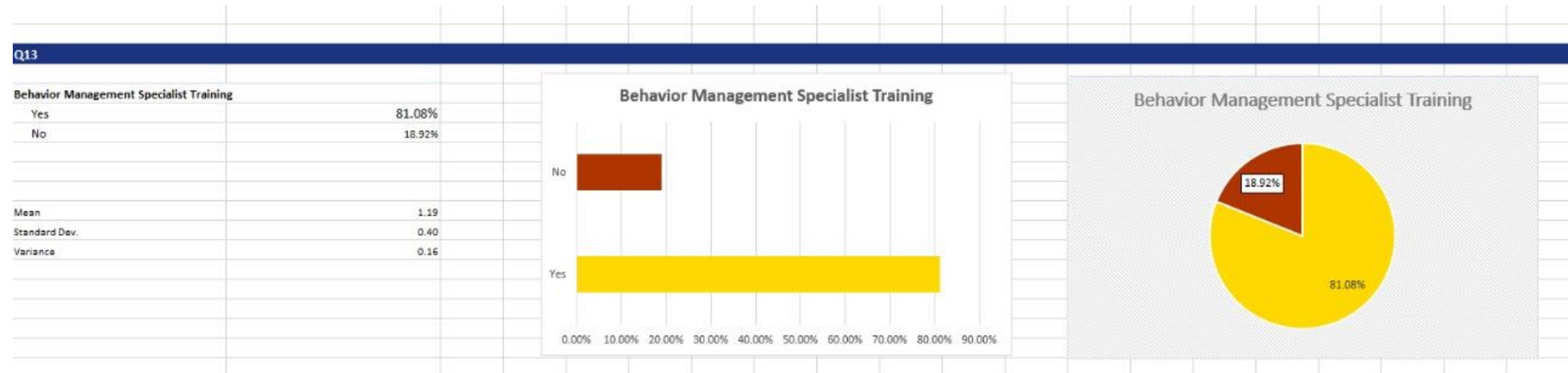
	Answer	Percent
1.	Yes	56.76%
2.	No	43.24%
	Total	100%

# Q11. Proper Securement of a Bus and Evacuation Training



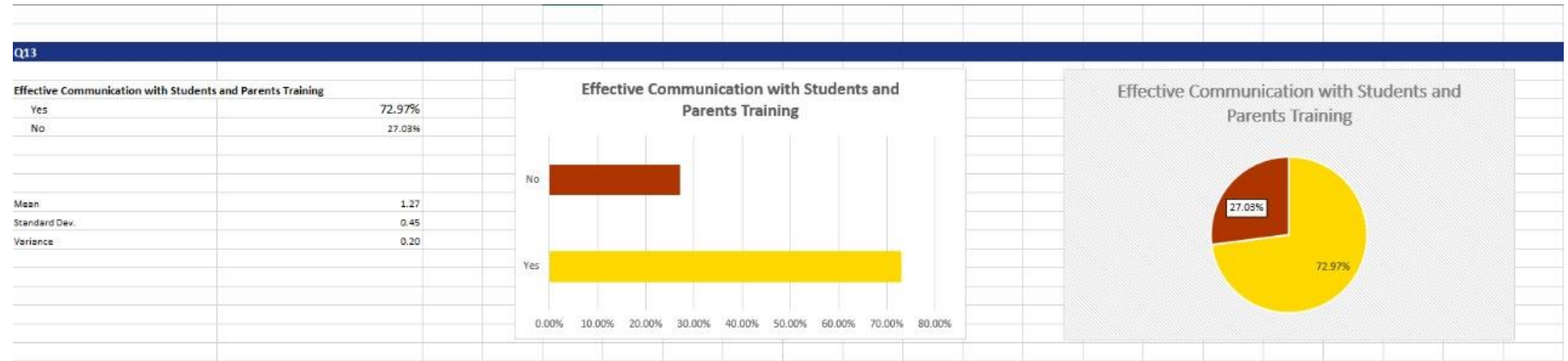
	<b>Answer</b>	<b>Percent</b>
1.	Yes	81.08%
2.	No	18.92%
	<b>Total</b>	<b>100%</b>

# Q13. Behavior Management Specialist Training



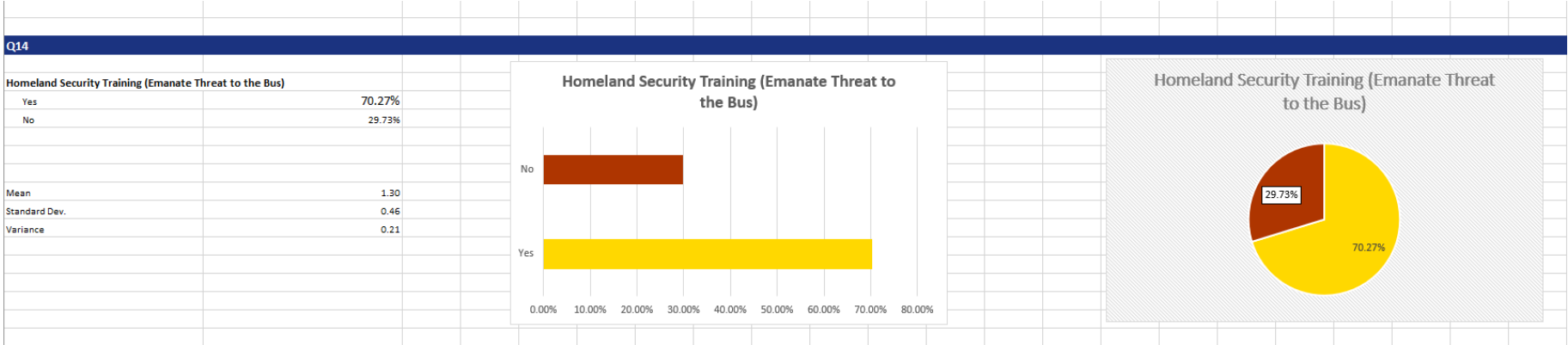
	Answer	Percent
1.	Yes	81.08%
2.	No	18.92%
	Total	100%

# Q13. Effective Communication with Students and Parents Training



	Answer	Percent
1.	Yes	72.97%
2.	No	27.03%
	Total	100%

# Q14. Homeland Security Training (Emanate Threat to the Bus)



	<b>Answer</b>	<b>Percent</b>
1.	Yes	70.27%
2.	No	29.73%
	Total	100%



## Q15. Additional Training /Suggestions:

116821710	Dealing with an armed subject on the bus. Certification for carry fire arms on the bus.
116378146	How to get along with coworkers and create a positive work environment
116378101	proper loading of student’s backpacks, instruments, etc. and athletic equipment storage for safety
116378100	Stress management
116378081	Crisis intervention training, how to protect yourself in the event a bus driver has to come between an altercation between two students of if you are being attacked. What are we to do and how?
116378042	DEI
116378008	Dealing with unruly kids while driving
116377951	Dispensing Emergency Medication Training (Diastatic, EpiPens, etc.>)
116377942	None at this time
116377915	active school shooting on bus or school
116377869	Self defense
116377818	Pupil Management

## Q15. 1.

116378146	Inservice that will require management to respond in a timely manner to complaints/suggestions from drivers
116378126	State laws on assault on bus driver
116378043	Crisis Intervention - Students
116378042	Diversity Equity & Inclusion
116377951	Self Defense Training
116377942	None at this time
116377915	how to identify a troubled student
116377818	Sharpening Driving Skills

## Q15. 2.

116378146	Allowing Board members and supervisors to ride on the routes that are the most difficult
116378043	Harassment in the workplace
116378008	Emergency situation of child on bus
116377942	None at this time

### Q15. 3.

116378146	Working closely with Principals/security to discipline students as needed
116377942	None at this time

### Q15. 4.

116377942	None at this time
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### Q15. 5.

116377942	None at this time
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# **Survey 4: What Do You Like or Don't Like About Being a Bus Driver**

**My Dashboard**

**Ladydrussell@gmail.com**

# Survey Overview

## Survey 4: What Do You Like or Don't Like About Being a B - Dashboard



### Summary



223

Viewed

100%

Completion Rate

0

Dropouts

7 min

Average Time



Countries	Responses
US	93.02%
Unknown	6.98%
Total	100.00%

# Q1. Salary



	Answer	Percentage
1.	Yes	41.46%
2.	No	36.59%
3.	Comments/Suggestion	21.95%
	Total	100%

## Q1.A. What is your Recommendation for Starting Pay of a Bus Driver:

117407303	I don't think they should start at less than \$20/hr
117195981	\$25.00
117155057	\$20.00
117147886	\$25
117036879	it needs to be raised. i can barely make ends meet. our district gices us 1% or 2% raises. while upper management gets bonuses
117035638	22.5
117023614	that's too subjective and based on geographic location
116975723	\$25/hour
116919883	20.00 per hour
116821885	30 an hr.
116769673	\$30/hour
116754608	At least \$21.00
116664257	25.00 per hour
116664059	25.00 per hour
116627160	22.00 per hour
116619171	\$20.00
116553852	\$23

116513097	\$25
116380007	\$25/hour
116379301	\$22.00
116379258	3\$30.00
116379214	\$21.00/hr.
116379118	20\$ hour
116379098	Starting pay as a new employee - \$30/hr.
116379067	Salary should be based upon years of expertise.
116379053	\$24 to start but stepped for years of service after with a yearly cost of living increase.
116378981	20.00 an hour
116378932	\$30.00
116378931	As a bus driver, starting pay should at least start at \$26.00 an hour
116378776	21.00
116378707	\$25.00
116378694	\$25-28/hr.
116378687	\$25
116378439	At least \$25-\$27
116378428	\$30/hour
116378320	25.00



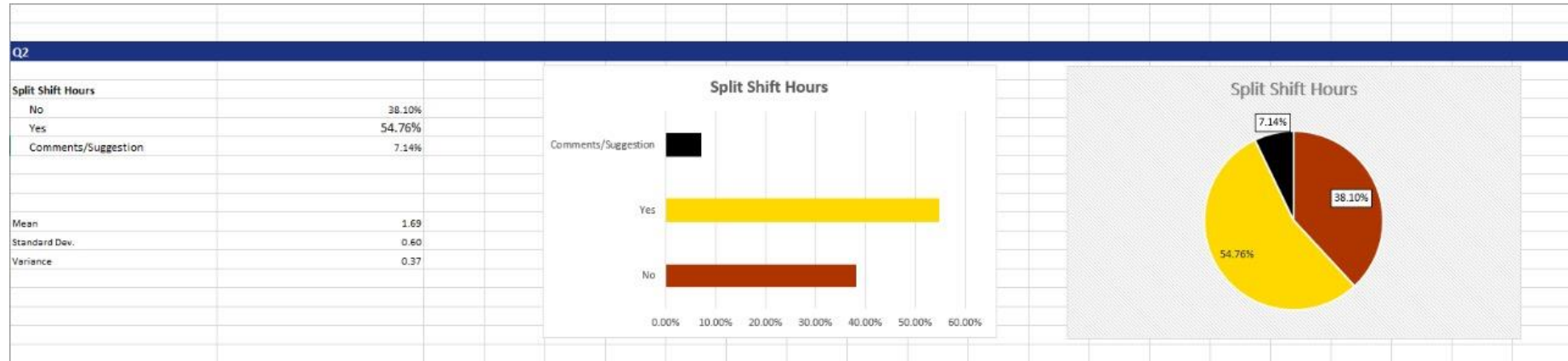
## Q1.A. 1.

116757417	20 00 plus
116754608	More for experience
116664059	25.00
116379604	\$20.00
116379258	\$30.50
116379118	Training 16-17\$
116379098	Straight hourly wage/ No Sit time rate for field trips.
116379053	same pay for drive and sit time
116378931	Affordable Benefits
116378687	\$28
116378647	\$23.00 per hour
116378466	\$28.00
116378439	Step program

## Q1.A. 2.

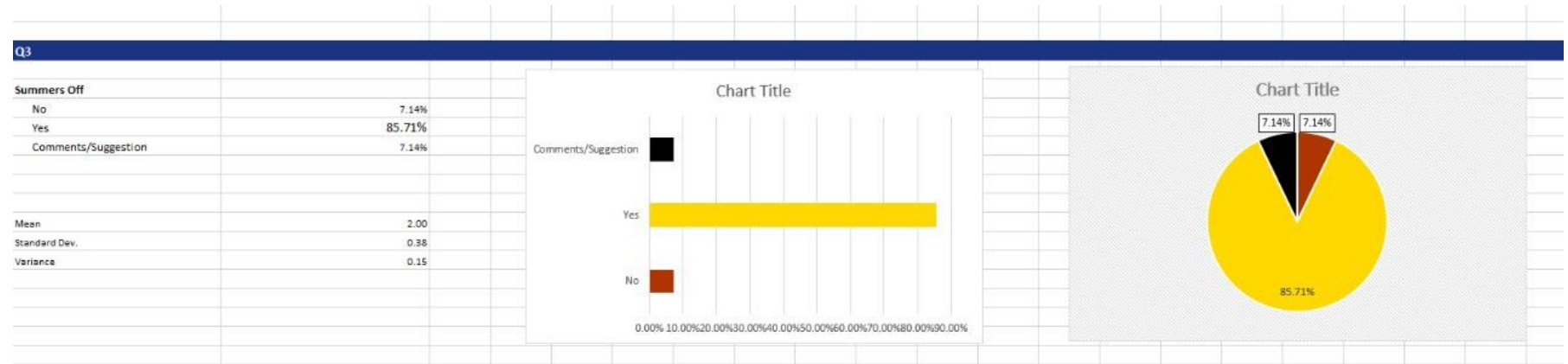
116757417	insurance
116379258	\$40.00
116379118	Max pay \$30
116379098	Minimum amount of daily work hours 6 hrs./day guarantee.
116378687	Experienced minimum 10 years' experience \$28-\$30 start pay

## Q2. Split Shift Hours



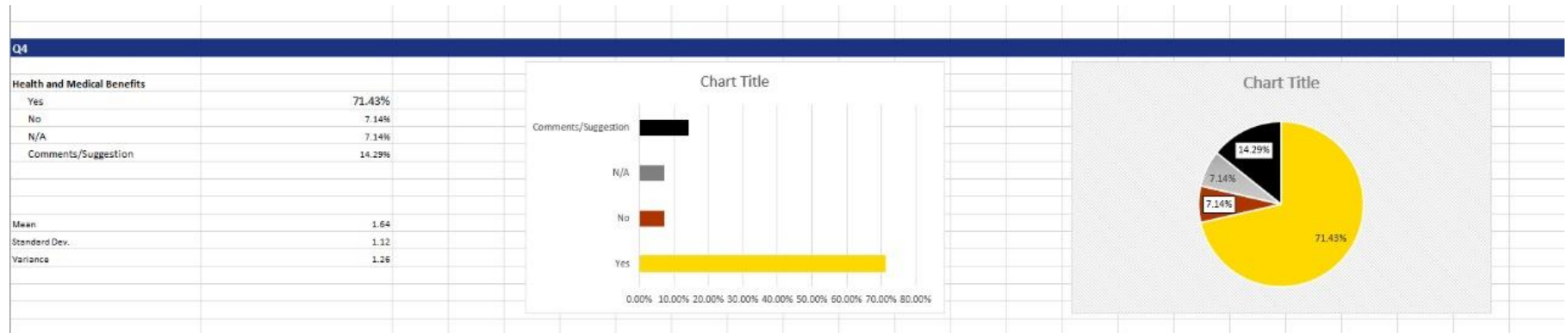
	Answer	Percentage
1.	No	38.10%
2.	Yes	54.76%
3.	Comments/Suggestion	7.14%
	Total	100%

# Q3. Summers Off



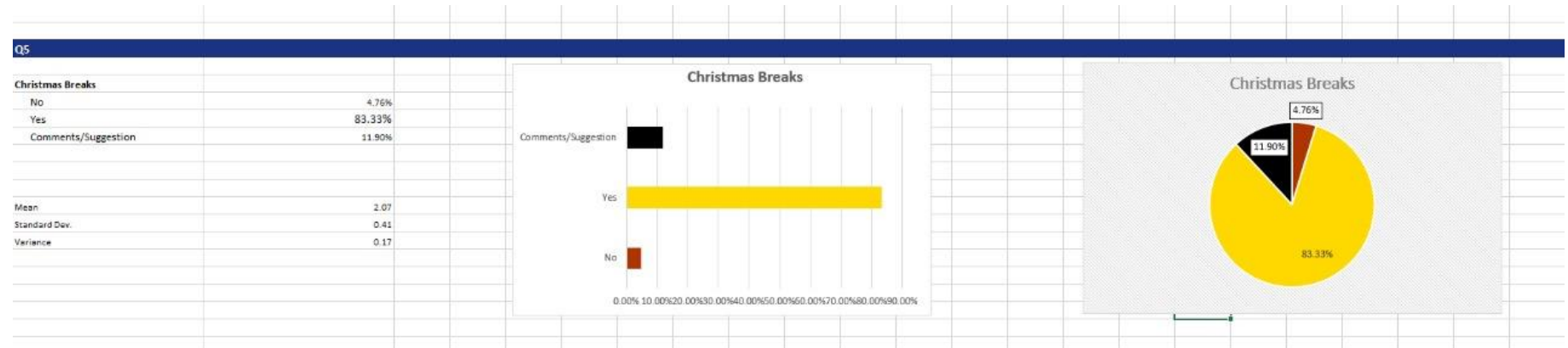
	<b>Answer</b>	<b>Percentage</b>
1.	No	7.14%
2.	Yes	85.71%
3.	Comments/Suggestion	7.14%
	Total	100%

## Q4. Health and Medical Benefits Included.



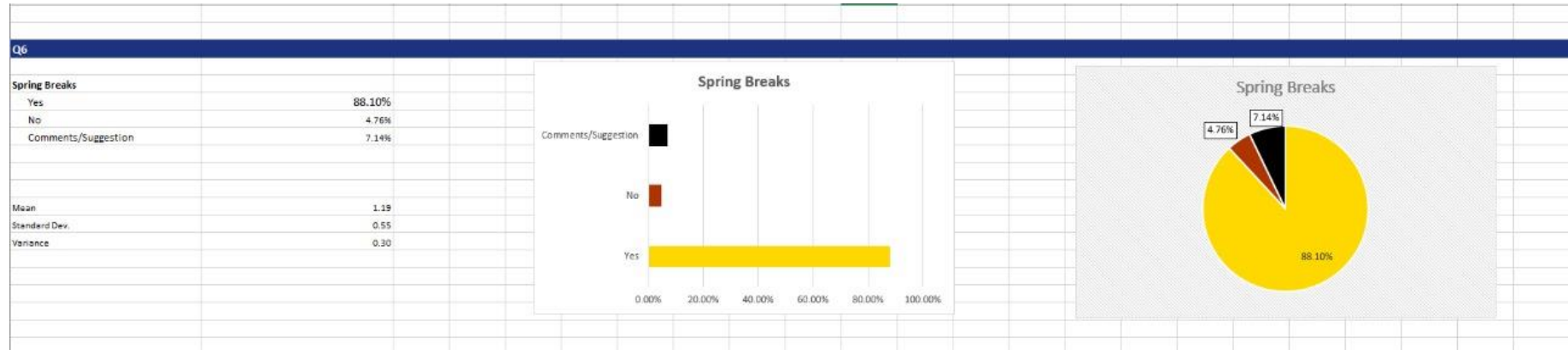
	Answer	Percentage
1.	Yes	71.43%
2.	No	7.14%
3.	N/A	7.14%
4.	Comments/Suggestion	14.29%
	Total	100%

## Q5. Christmas Breaks Pay Time Off



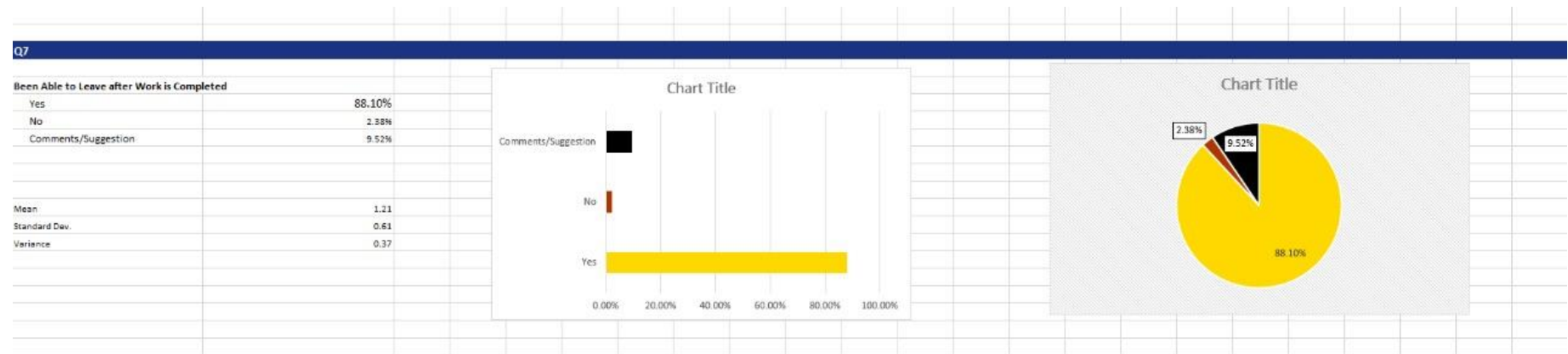
	Answer	Percentage
1.	No	4.76%
2.	Yes	83.33%
3.	Comments/Suggestion	11.90%
	Total	100%

## Q6. Spring Breaks Pay Time Off.



	Answer	Percentage
1.	Yes	88.10%
2.	No	4.76%
3.	Comments/Suggestion	7.14%
	Total	100%

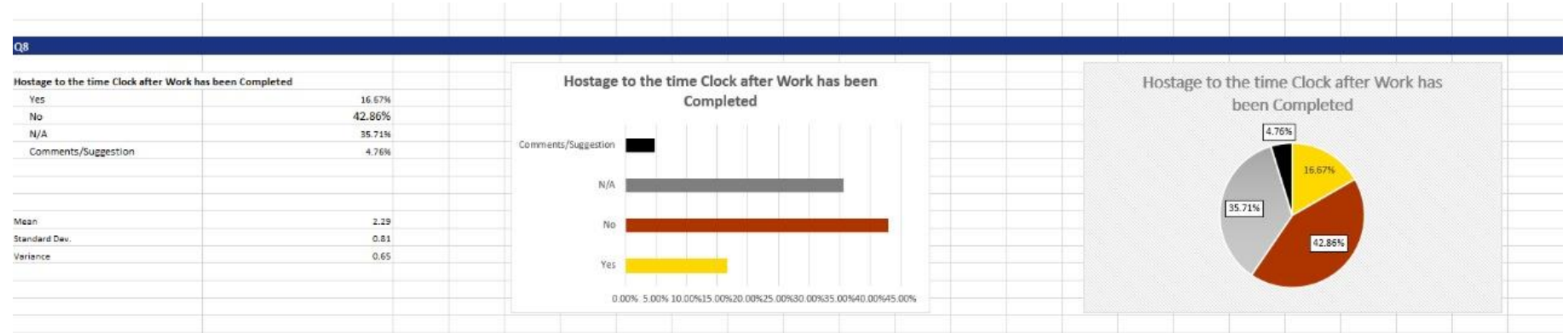
# Q7. Able to Leave after Work is Completed



	<b>Answer</b>	<b>Percentage</b>
1.	Yes	88.10%
2.	No	2.38%
3.	Comments/Suggestion	9.52%
	<b>Total</b>	<b>100%</b>

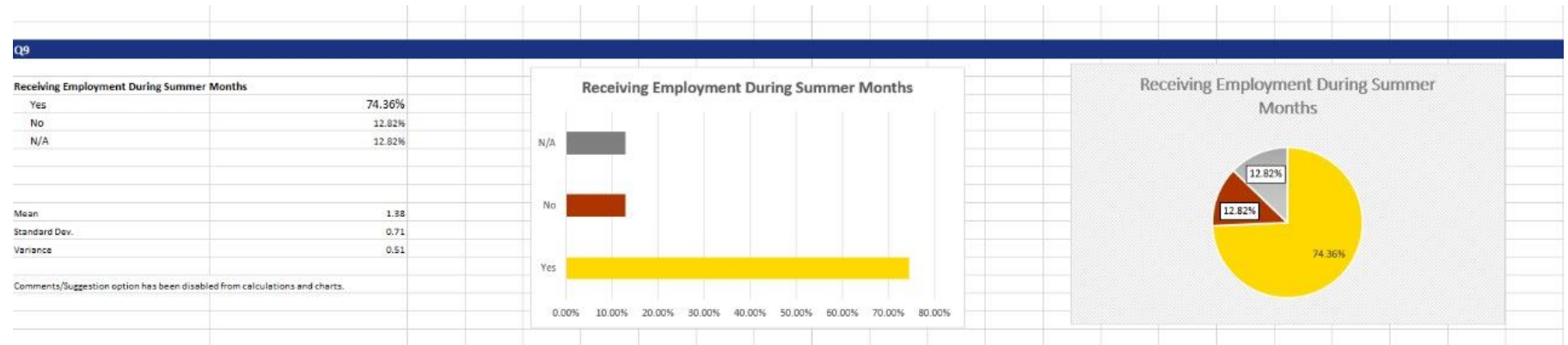


# Q8. Want To Be A Hostage to the Time Clock after Work has been Completed



	<b>Answer</b>	<b>Percentage</b>
1.	Yes	16.67%
2.	No	42.86%
3.	N/A	35.71%
4.	Comments/Suggestion	4.76%
	<b>Total</b>	<b>100%</b>

# Q9. Receiving Employment During Summer Months



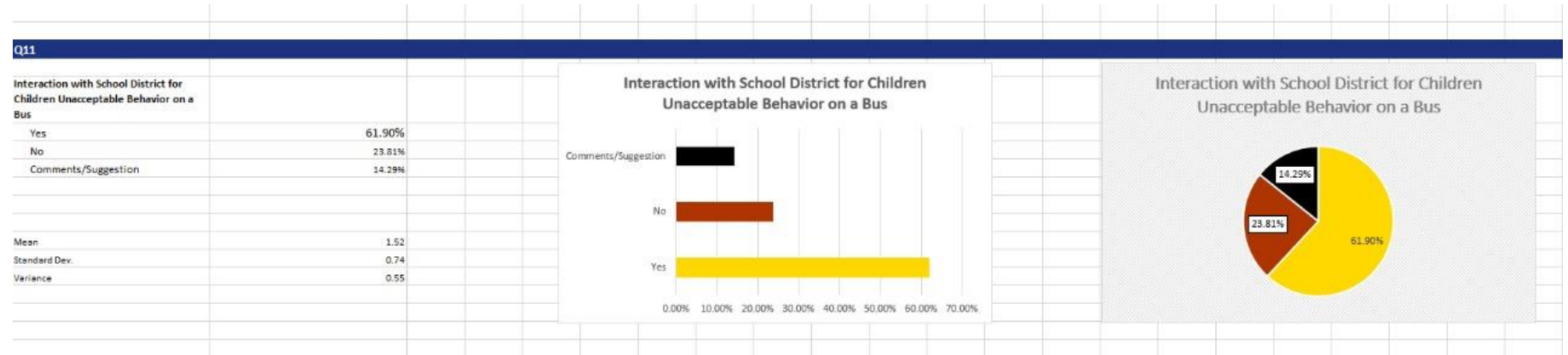
	Answer	Percentage
1.	Yes	74.36%
2.	No	12.82%
3.	N/A	12.82%
	Total	100%

# Q10. Manual Re-Certification



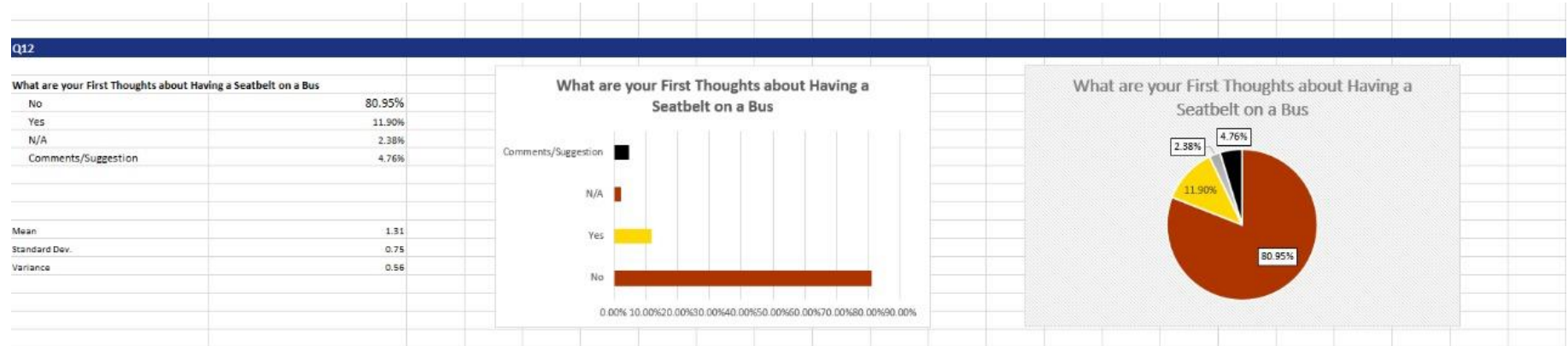
	Answer	Percentage
1.	Yes	47.50%
2.	No	42.50%
3.	Comments/Suggestion	10.00%
	Total	100%

# Q11. Interaction with School District for Childrens Unacceptable Behavior on a Bus



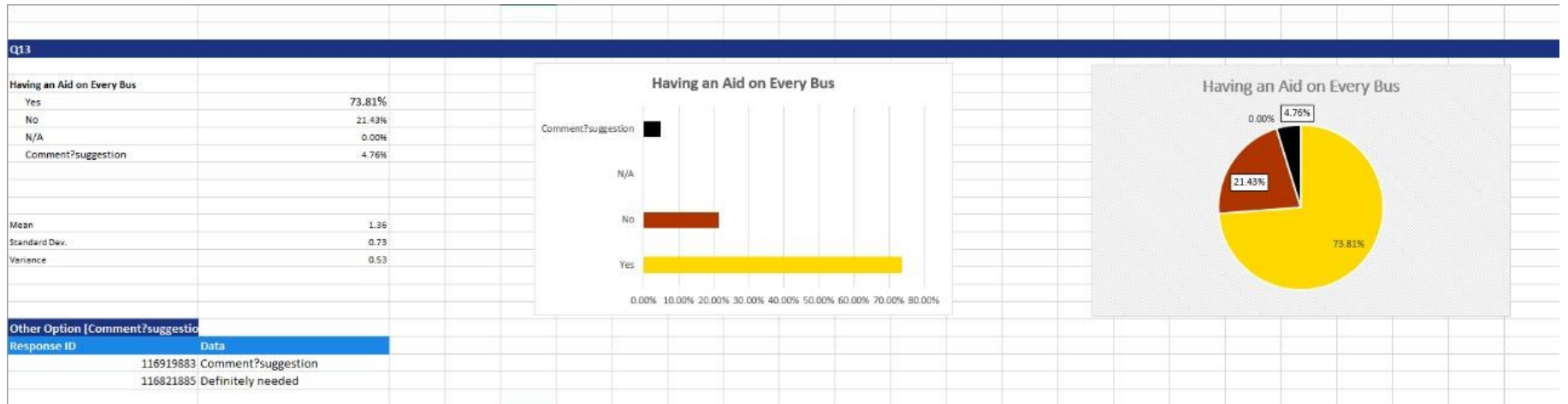
	Answer	Percentage
1.	Yes	61.90%
2.	No	23.81%
3.	Comments/Suggestion	14.29%
	Total	100%

## Q12. Thoughts about Having Seatbelts on the Bus



	Answer	Percentage
1.	No	80.95%
2.	Yes	11.90%
3.	N/A	2.38%
4.	Comments/Suggestion	4.76%
	Total	100%

# Q13. Having an Aid on Every Bus



	Answer	Percentage
1.	Yes	73.81%
2.	No	21.43%
3.	N/A	0.00%
4.	Comment/suggestion	4.76%
	Total	100%

## Q14. What Do You Like About Being a School Bus Driver

117195981	a GREAT JOB FOR SOMEONE THAT LIKES TO DRIVE AND LOVES KIDS.
117155057	I look forward to seeing my kids every day and listening to them talk to me and to each other about their lives.
117147886	Love my job, and the kids.
117023614	I didn't understand how to get an opportunity to comment... didn't allow me to. I have been a school bus driver for 23 years & a school secretary prior for 5 years bus drivers play a key role in the children's lives (seat belts are hazardous now!! )
116975723	The independence.
116821885	Arming qualified drivers
116757417	kids when they are behaving
116754608	Enjoy being the first person the children see
116627160	Love driving and interacting with the kids. Love the hours, the benefits, the pay and the time off. Would love to see the school district go back to demerits and consequences for inappropriate behavior. This is the biggest safety issue I see for a bus driver! In the past inappropriate behavior was not tolerated on the school bus and administration would back up the drivers when there was a problem.
116553852	Yes
116513097	Making a difference in some child's life
116380007	Interaction with students and the hope of influencing them in a positive manner for their future. Teaching rules and respect that they carry on into adulthood, because their parents may not be there for them
116379301	I enjoy the interaction with the students and parents. I want to be a positive influence for the students, no matter the color of your skin. Having summers off and other days the students get off. Days off should be paid.

116379258	Like the breaks from working. Like being paid all summer long without filing for unemployment.
116379214	Being able to interact with the children. Getting to have an office with many windows.
116379118	Seeing our kids grow and the good relationships develop
116379098	Excellent retirement employment. Ability to serve the community I live in.
116379067	I like having the same school days off as students.
116378981	Your holidays off & getting paid
116378932	I love the job, it does come with a lot of responsibility which drivers aren't appreciated for
116378931	Being able to have a hand in guiding the younger generation in right direction.
116378707	Accruing sick time
116378694	I enjoy the driving process itself. Student management is very frustrating with certain ages. I enjoy interacting with students.
116378647	I love what I do for a living however what I do not like about it is picking up late students' parents that threatened you and students that abuse bus privileges with no consequences
116378466	Interacting and getting to know my students and their families



## Q15. What You Dislikes About Being a School Bus Driver

117195981	NOT HAVING SUBS AVAILABLE. PAYING TOO MUCH FOR HEALTH CARE BENEFITS
117155057	I would like to see the district pay the full amount for our health insurance. I really do love driving the bus and taking the extra trips.
117147886	Not being paid a wage that would allow me to support myself if I didn't have a spouse.
117036879	dealing with parents who don't discipline their children and who get made at drivers who have to write them up for their behavior.
117035638	QUALIFY FOR CHEAPER MEDICAL
116978107	The pay is low for responsibility on the driver, and training expected. Benefits are expensive and not practical for a family. If our school district would recognize other contract time within the district (ie. lunch monitor, lunch cook) to bring someone to qualify for full time benefit, then maybe.
116975723	limited time off for appointments that can't be helped also the low pay for substitutes. They should be paid more as it's a hard job learning a new route every day. Should be considered a full-time position, as there would be more drivers and benefits should be included in pay.
116821885	None
116769673	Schools don't typically back up the drivers with discipline and it's hard to get ahold of anyone at the board office when you have safety concerns
116757417	disrespect from parents and the kids
116754608	Really have no dislikes
116664257	Split shift
116664059	Starting times are way too early. There is no reason a 10 yr. old needs to be in school at 7:00 am. It adds to safety concerns picking kids up in the dark.

116627160	Would love to see the school district go back to demerits and consequences for inappropriate behavior. This is the biggest safety issue I see for a bus driver! In the past inappropriate behavior was not tolerated on the school bus and administration would back up the drivers when there was a problem. Our school uses PBIS and rarely does a child experience any consequence for unsafe, inappropriate behavior on the bus. As drivers we don't have time to play around with PBIS rewards for bad behavior. The safety of the whole bus is at risk! A day or two suspension off the bus teaches a quick lesson the child and parents.
116553852	No
116513097	The ignorance of some parents. molding their children to be the same as them. rude. demanding, cussing & wanting to fight the bus driver.
116380007	Dealing with parents and their child's behavior. These ridiculous IEP's and all the mainstreaming of children that cannot be on a regular bus. It is hard enough to deal with so many kids and then to have a child wanting to be mainstreamed just causes more disruptions. There is not enough discipline for children who misbehave. School personnel are afraid to deal with the parents, so behavior gets overlooked and never handled. God forbid a child lose a day of school! maybe if they did and the parent was inconvenienced, then maybe the parent would take a bigger interest in their child!
116379604	Working for private company-to many rules from company, state, and school districts that contradict each other
116379301	I dislike disrespectful students that nothing is done about while on the bus. Administrators that look down on your position. Pay is not equal to the job being performed, Administrators using IEP's as an excuse for behaviors. Not getting information on student's health or behaviors.
116379258	What happens in your personal life should not affect your job for the most part.
116379214	No support from employers or schools in discipline of unruly, dangerous students. Students are still allowed to ride even after creating a major disruption on the bus. Such as spraying pepper spray. Student should be expelled off bus for remainder of year. Personal driving record should not affect bus driving record Parents not taking bus riding seriously. Parents need to understand that riding a bus is a privilege. Discipline can't just be a slap on the wrist and "oh don't do that again". Punishments need to be given out and followed through. Superintendents, principals, employers need to back up drivers.
116379118	Shortage so more kids on bus so creating more problems with still one driver to ratio 40-50 kids

116379098	School Districts lack of support for correct action taken on students with bad behavior while riding the school bus. School Districts lack of effort on training for students and parents on rules and proper behavior and conduct while riding the school bus. School Districts lack of sharing student IEP information with transportation departments and the lack of respect for transportation employees while making decisions on student transportation with special needs.
116379067	Being solely responsible for driving the bus, while being responsible for the health and safety of the child.
116378981	Not being paid when off for teacher's conference.
116378932	Management, parents
116378931	Not a reasonable living wage Un affordable benefits No vacations No pay in summer No pay for spring break Not holding the children accountable for poor/bad behavior Personal life is connected to the job Public scrutiny/ under a microscope
116378776	Our home life outside the job should not affect our employment
116378707	No help with unruly children and parents
116378694	Not having an aide available when one is clearly necessary. I don't like the disparity in pay between districts, which leads to people jumping from district to district. I don't like having to clean the bus after a disrespectful group trash it.
116378439	Student behavior not being handled by schools and not being taken more seriously! We are a moving vehicle these behaviors need to be addressed
116378430	No backing from the school
116378428	The lack of support from administrators when it comes to discipline of students
116378320	There is no support for disciplining student. They leave them on the bus. Does not matter what the student is doing. We have to deal with it.

## Q16. Other Recommendations, Suggestions And Questions

117147886	Pay full time hours.
117023614	instructions
116513097	Hold parent accountable for their child's behavior ... it starts at home ...behavior, & disrespect of others especially adult staff.
116380007	How to get parents more involved in helping with their child's behavior.
116379118	Seatbelts ... create another issue some kids can't get out so then means get out seat with door open to keep reds on so that major safety issues!! If parents want seatbelts, then every bus with them will also need.
116379067	Train parents about the fundamentals of bus safety; I.e. bus stop signs means STOP.
116378932	Parents need to be held accountable for their children's actions
116378707	Something must be done about the disrespectful children and parents
116378428	Paid summers

## Q16. 1.

117155057	no seat belts no seat belts. no seat belts
117147886	Pay full time benefits.
116380007	cell phones and social media influence on the bus.
116379301	Survey harassment on the workplace
116379258	Parents need to see what goes on while we are driving a school bus.
116379118	I love split hours but still have option to work in schools at same pay. For example, I make \$20 drive bus they want us to accept pay of \$14 to help in school. I believe since we already hired why should pay be different still get paid \$20. Then attract younger adults cause most ppl can't survive on 4-5 hours a day.
116378981	Being able to collect unemployment during summer.
116378707	Reinstate safety and security
116378428	Able to accumulate vacation time

## Q16. 2.

116379258	Need more transportation input in IEP meetings.
116379118	Sticking to rules with kids. Example kid gets in trouble 4 times but never get put off or disciplined because it's an inconvenience to parents or child doesn't have way home.

## Q16. 3.

116379118	Educate drivers about what concerns safety issues medical issues on our bus. Iep... medical. they put them on bus with no aide because parents didn't want them on special needs bus
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## Q17. Recommendation Topics to Bring before the State Working Group

117147886	Pay trainees.
116821885	Arming quaker qualified drivers.
116553852	Attendant on every unit
116380007	It is difficult to make a living and support a family as a bus driver. In order to work enough hours to have full benefits, I must work 6 am to 5 pm with two short breaks during the day. the breaks are wasted time that nothing can get done on a personal level. No time to work a second job to make up more hours, when we must go back and forth for the school shift hours. this is why no one wants the job. Easier to go to one place, like a Walmart and work a shift of a straight 8 hours and go home. Every year the routes and number of hours are different so how can anyone financially plan and support a family.
116379053	why does personal information as in driving record/accidents in personal vehicles extend to bus driving.
116378932	Proper discipline
116378931	We need a better living wage
116378707	Self defense training
116378647	Parents
116378439	Student discipline

## Q17. 1.

117155057	parent ride along for those parents who are anxious about their children riding the bus. not to ride every day but in the beginning of the school year.
117147886	Make starting pay higher.
116553852	Work in summers cleaning buildings,
116380007	Have to work way too many hours to get benefits.
116379301	Salary is not equal to the job being performed. The responsibility is very high as to safety of the children.
116379258	No seat belts bad idea.
116379053	better training for students and parents on bus etiquette on the bus and at the bus stops.
116378931	Be able to collect unemployment in the summer months
116378707	Holding parents accountable for their children's behavior
116378647	Disruptive students
116378439	Max number of students on bus per driver/aide



## Q17. 2.

117155057	re-certification to be completed by another OBI from another district.
117147886	Pay full-time hours and benefits.
116380007	Parents need to be held more accountable for their children. Parents should have to view the bus tapes of their child's behavior and parents should have to ride a bus and see what the driver deals with. Along with administration so they know what their employees are dealing with.
116379301	Aides are needed on the bus to assist with bad behaviors. If seat belts are put on school buses- who has to decide in an emergency who is cut out of the seat belt first?
116379258	Monitors on all busses to help the drivers
116379053	better training and understanding for drivers of children with I.E.P on the bus to understand their needs
116378931	Parents and students need to be held accountable for poor/bad behavior on the bus
116378707	Mandate uniforms

## Q17. 3.

116378931	Affordable health insurance
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