



OLATHE SCHOOL BUS EMPLOYEE GROUP FREQUENTLY ASKED QUESTIONS (FAQ'S)

- Question: Will our pay stay the same or better? Holiday Pay? Benefit information?
Answer: There have been many questions concerning payroll and other items that are associated with employment. Let me try to address all of these questions in a few sentences. Currently, Olathe employees have a collective bargaining agreement in place. We were aware of the dollar amounts and the minimum pay per route before presenting our proposal to the Olathe Public School District. We believe we've proposed increases for every pay category. It is our intent to communicate the exact pay structure, holiday pay, safety recognition, and other benefits as soon as we have reached an agreement with the union. We have asked for a copy of this collective bargaining agreement from the union but we have not received it. We want to present the exact terms of the agreement. DS Bus hopes to have this information in the near future and when we do, we will immediately share it with the group.
- Question: Do you keep the seniority?
Answer: Please bring a current First Student Pay Stub to the next meeting in order to verify years of service.
- Question: How do you pay an hour? Can I lose my pay or gain some?
Answer: We will pay on an hourly basis. Pay scale has yet to be fully determined.
- Question: Will we get the same routes?
Answer: We believe in having same drivers on same routes for consistency and route performance.
- Question: Will you provide sign language interpreters for me to attend/understand the meetings? Turn on CC on any videos showing during meetings, if possible.
Answer: We will need to have additional discussions on this request.
- Question: Employee parking: current problems - not enough spaces; snow removal on lot between buses.
Answer: There have been numerous questions about park outs and parking challenges. We have had several conversations with the school district and we are working on various alternatives to these situations. The short answer is that there will be park outs and we are diligently striving to alleviate the parking at the main lot. As you are aware, the main facility is owned by the district and they truly recognize that the existing situation needs to be addressed. We anticipate that working together with the school district will vastly improve the conditions that exist today.



Question: What office jobs will be available PT and FT?

Answer: All positions are open and will be filled using the interview process for the upcoming school year. We will communicate the exact steps for the hiring process in the near future. DS Bus Lines strongly believes in promoting from within, whenever possible. The founder of our company started as a school bus driver and it is his complete and absolute belief that the best foundation for a successful company should begin from within. We will have 28 full-time positions in the office and shop. Those jobs will be posted on our website and on Indeed.com in the near future. Part-time positions will be posted on an as-needed basis.

Question: Can I remain in a park-out?

Answer: We will work on determining the most efficient and best use of our park out buses.

Question: I have 2 sons with autism. Right now, I have FMLA to take my sons to and from appointments, medical, therapists, school team meeting. I need flexibility in my schedule. Can DS provide that?

Answer: We comply with FMLA rules and regulations. Employees who qualify will be evaluated on a case-by-case basis.

Question: Do you allow overtime?

Answers: We comply with Department of Labor with respect to overtime. We also believe that everyone should have an equal chance to get 40 hours of work each week. We also recognize that overtime is sometimes a necessity.

Question: Are there opportunities to drive charter buses during summer?

Answer: Yes, we hope to engage in outside commercial charter opportunities that allow us to keep our workforce busy during non-school times. We are also in the bus sales, motor coach, and concrete ready-mix business. All three (3) divisions need qualified commercial drivers. We actively encourage consideration for shared employment with our other companies.

Question: Any plans on building a new bus lot?

Answer: We have had preliminary conversations with the district on potential plans for a new bus lot; however, that could be several years down the road.

Question: Do monitors have to be drivers too?

Answer: We encourage all monitors to advance to become a CDL licensed school bus driver, but no that is not a requirement for a monitor.

Question: Please outline the requirements for both positions (driver and monitor).

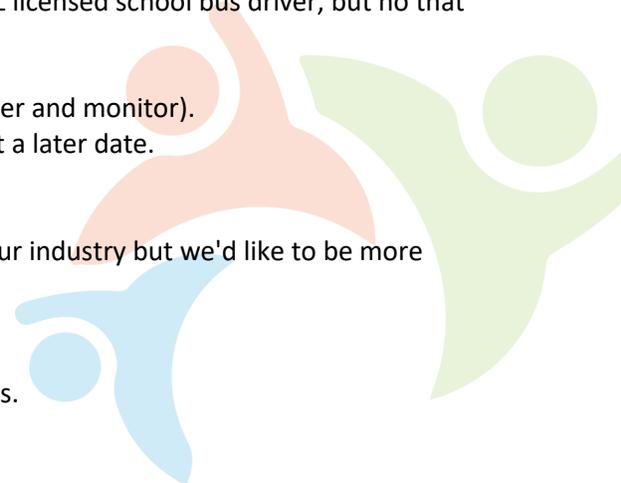
Answer: We will provide all job descriptions and requirements at a later date.

Question: Do you support Bus Rodeo?

Answer: Yes, we have not had a lot of interest in this aspect of our industry but we'd like to be more involved in the future.

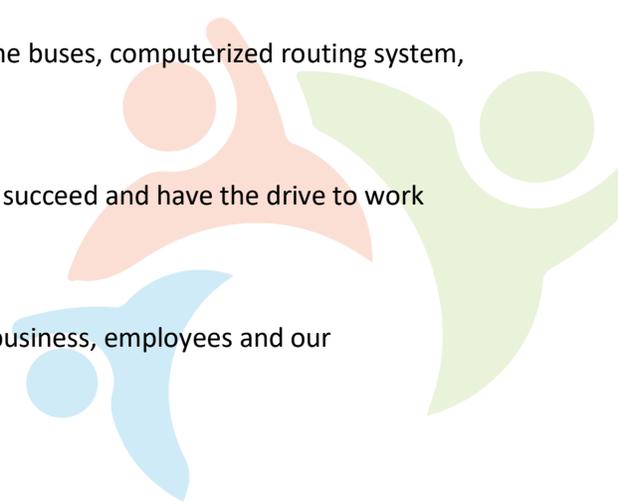
Question: Will you have tablets for routes?

Answer: At this time, we do not plan to have tablets on the buses.





- Question: Do we get new buses?
Answer: The equipment we will be using to perform the Olathe transportation contract will range from new to a maximum of five years of age. All special needs buses will be air conditioned both front and rear with maximum capacity a/c components.
- Question: Will you clean up the driver's area at lot?
Answer: We will do our part to keep a clean and clutter free work environment. Everyone will be asked to help maintain the lot and live up to that expectation.
- Question: Can our own children ride the bus with us?
Answer: With the permission from our customers, it has been our company's policy to allow drivers to bring their child on the bus, but that will be handled on a case by case basis. We do appreciate that this may be necessary for some, but if we have problems, they will have to be addressed.
- Question: Will I keep my sub-position?
Answer: We will offer full-time sub positions and casual sub positions.
- Question: I have a desire to grow with the company. Is that a possibility?
Answer: Yes, we are always looking to promote from within. You must have a strong work ethic and specific skill sets that make you marketable within our positions.
- Question: Will we all re-apply for our jobs?
Answer: Yes, you will have to apply at DS Bus Lines in order to be employed by DS Bus Lines.
- Question: Is pay weekly?
Answer: That has not been determined yet.
- Question: Will you retain the same maintenance staff? - They work hard.
Answer: We encourage all the technicians to apply with us.
- Question: Is the management planning on reinventing the current streamlined operation methods already in place?
Answer: We are open to any operational processes that have proven success and drive results.
- Question: What technology do you have in place?
Answer: We plan to offer GPS on the buses, digital cameras on the buses, computerized routing system, and a parent/student tracking app.
- Question: Is it easy to move up?
Answer: No, you must be able to demonstrate a strong desire to succeed and have the drive to work harder than anyone else.
- Question: Will DS Bus honor the current union contract?
Answer: We will negotiate for what's in the best interest of our business, employees and our customers.





- Question: I am a driver now, but work part-time in the office working with recruiting and giving interviews. Is this a possibility with DS?
Answer: With the size of this operation, we believe that there will be opportunities for part-time hours in the office and with safety and training during the day.
- Question: Does experience matter?
Answer: We know that having an experienced school bus driver or monitor on the same route everyday makes a huge difference in the quality of the student transportation program.
- Question: Can monitors continue to be paired with the same bus driver?
Answer: Yes, drivers and monitors that have been working as a team can stay together if they choose too.
- Question: When would I know if I still have my job in the office?
Answer: We expect to outline all full-time positions in March, April and May.
- Question: What's your company like to work with?
Answer: We are pretty awesome!
- Question: Is there a shuttle for us?
Answer: Yes, we plan to have shuttles to alleviate congestion with parking and to also attract new drivers from other areas around the district.
- Question: Will there be a shuttle bus from Grandview? If so, can we return after our route?
Answer: We will evaluate all shuttle buses to ensure best use of time and efforts.
- Question: How will DS Bus deal with a school district that sometimes runs from problems when it comes to student management? How will the drivers be supported when the district and bus lines are in conflict on how to deal with student issues?
Answer: Student discipline is always a concern and we totally understand. We have found that if we all operate by the same rules in this regard the communication between driver, office, student, and administration can work seamlessly. Make no mistake we will not allow an unsafe bus to be on the road. I know if we work together as adults these challenges can and will be handled correctly. In Shawnee Mission there was some challenges in the beginning, but in a short period of time all involved grew to understand and appreciate the rules of safety and how they apply to all. We will also employ a full-time dedicated student disciplinarian that will work directly with the district and drivers, utilizing camera technology to assist with disciplinary measures on student management issues.
- Question: Can I start any paperwork early for employment?
Answer: We will start the application/paperwork process in March/April. Everyone can apply both online on our website www.dsbuslines.com and by attending our next informational meetings in March during Spring Break.
- Question: Are we treated individually or is it the "herd" mentality?



Answer: As a local, family-owned business, we are "people" focused. We believe in building healthy, positive relationships with all employees. We truly believe in our four (4) core values - Family, Safety, Service and RESPECT.

Question: Are your governors set at 65 mph (speed limit)?

Answer: They are regulated to the manufacturer's setting, which is 72 mph.

Question: Congratulations on a great start. Great first impression. Looking forward to working with you all! Great opening meeting/first impression (core values, customer service, empowering staff). Looking forward to future meetings.

Answer: Thanks!!

In closing..... DS Bus Lines is a family-based, privately-owned Kansas Corporation, with a rich heritage of loyalty and trusted partnerships. We have the knowledge, experience, and support structure to exceed your expectations. Thank you again for the opportunity to address your concerns. We are excited to have you join our family!

“We proudly transport the world’s most precious commodity.... our children.” – Don Kincaid, Founder

