

Connecting

SEPTEMBER 2019

THE QUARTERLY NEWS FOR MANAGERS & MECHANICS

2019 Summer Workshop...Coming Together To Build Leadership



Since 1994 Congratulations on **25** years in Student Transportation

BIRTHDAYS

SEPTEMBER

- 1st—Pat Doherty
- 2nd—Cindy Hagfors
- 5th—Corey Segarra
- 14th— Joe Tulkki
- 25th— Bill Drummer

OCTOBER

- 2nd—Chantel Peterson
- 2nd—Paul Davis
- 3rd—Liz Lunzer
- 7th—Tim Larson
- 8th—Stephanie Luckett
- 21st—Lanny Woods

NOVEMBER

- 15th—Sara
- 22nd—Travis
- 26th—Bob Becker
- 27th—Tina Tuebert
- 29th—Katie Hedrick
- 30th—Brenda Gould

The Summer Workshop has always been a place to connect and help us to focus on the coming school year. This year was certainly no different. It's wonderful to see new fresh faces and sad to see some of our co-workers move on so they may follow their passion or enjoy retirement.

This year the workshop was expanded to include other team members from all of the 4.0 companies. Here are the fundamental principles of 4.0 that each of you expressed at the workshop.

PRIDE—Leaving everyone better than we found them. This is the primary goal

in everything we do as a company. It's the reason we excel as individuals, as a team, and as a company.

NO JOB TOO BIG OR TOO SMALL—The management teams are great examples of this concept. This is one of the most effective ways to connect with your employees to encourage a powerful team support system.

BEING POSITIVE—When you are able to turn a negative into a positive, it's a win for everyone. Focus on how you're making an impact in the lives of the families in your community, your employees, and you.

BEING SUPPORTIVE—

- *Making employees feel appreciated
- *Being open minded & flexible
- *A dependable source of wisdom and showing interest
- *Always following up keeps things moving in the right direction

Look at our "family" photo. Each face is an example of the leadership and a supportive team to lead your companies to another successful school year.



There are no strangers here, just friends you haven't met – Roald Dahl



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FALL BUILDING CHECKLIST

- WINTERIZE AIR CONDITIONING SYSTEM
- GET HEAT SYSTEM READY FOR WINTER
- TEST SMOKE AND CARBON MONOXIDE DETECTORS. REPLACE BATTERIES
- POWER-WASH WINDOWS AND SIDING
- CHECK WATER SOFTENER, ADD SALT AS NEEDED
- FLUSH HOT WATER HEATER AND REMOVE SEDIMENT.
- INSPECT ROOF FOR LEAKS, MISSING SHINGLES OR FASTENERS
- TURN OFF & DRAIN OUTDOOR WATER FAUCETS
- CHANGE FURNACE FILTERS, VACUUM FILTER AREA IF NEEDED. VACUUM HEAT EXCHANGE RADITORS
- TEST SUMP PUMP
- REMOVE LEAVES AND DEBRIS FROM GUTTERS AND DOWNSPOUTS
- RUN WATER IN FLOOR DRAINS AND FLUSH TOILETS IN UNUSED SPACES (UNLESS FIXTURES HAVE BEEN WINTERIZED
- CLEAN & INSPECT EXHAUST VENTS
- CLEAN CARPETS
- OIL GARAGE DOOR TRACKS, ROLLERS, AND HINGES
- INSPECT HOSES/WATER LINES FOR LEAKS
- CHECK SINKS AND TOILETS FOR LEAKS
- CHECK ALL CORDING AND WIRING FOR DAMAGE
- PAY SPECIAL ATTENTION TO SNOW AND ICE BUILDUP IN DOORWAYS CAUSING AIR GAPS AND HEAT LOSS



Brenda Gould



Shauna Davis

Thank You
In 1994 she said it was only going to be for the school year....but 25 years later she's still with us!

Thank you Brenda for all that you do for each of us. We look forward to a few more good years.

Congratulations
December 1st, Shauna begins her retirement!

Best wishes to you on the next chapter of your life.

Enjoy your winter in Texas.

Philanthropy. A big word with a power meaning. By definition it means generosity in all its forms and is often defined as giving gifts of "time, talent and treasure" to help make life better for other people. That's also a great definition of **4.0's Christmas Wish.**

Nominations for Christmas Wish begin in November and are unanimous. Now is a great time to observe your employees to see if they may need some extra support during the Holidays.

Meet the New Managers in the 4.0 Family!



Lonnie Hansen



Jon Rumrill

DATES TO KNOW

- OCTOBER 18TH—4.0 DAY OFF—ENJOY SOME DOWN TIME!
- OCTOBER 21-25—NATIONAL SCHOOL BUS SAFETY WEEK
- NOVEMBER 3RD—DAYLIGHT SAVINGS
- NOVEMBER 28-29—THANKSGIVING BREAK

The 4.0 Swag Shop



IF YOUR EMPLOYEES ARE INTERESTED IN BUYING 4.0 GEAR, THE SUMMER SWAG WILL CHANGE SOON

4.0 WILL PAY 1/2 OF THE COST UP TO \$40 PER YEAR

CLOTHING ALLOWANCES WILL RESET NOVEMBER 1ST

ACT FAST & ORDER SOON!

REMINDER

Electronic copies of all routes, including the assigned driver, is due by October 1st. Copies should be sent to: Bob, Aaron, and Dan

IMPORTANT

- **3RD period Random Drug List is due by SEPT 3RD**
 - ⇒ First name, Last name, 9 digit Social
 - ⇒ Separate lists for CDL and Type III drivers
 - ⇒ Send the list directly to Dan, not Total Compliance
 - ⇒ Only send the "update driver" sheet to Total Compliance when you have a driver change
- **Current Drivers List for DVR checks due by SEPT 15TH**
 - ⇒ Include: first name, last name, DL number - no dashes

Check out the ABC Nightline YouTube video:
The Long Journey to Becoming "10% Happier"

If you're done with Payroll....



Have you checked your Slip & Fall List?



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