2017 Annual Convention & Trade Show
The Penn Stater Hotel and Conference Center
Sunday, June 25, 2017 - Tuesday, June 27, 2017

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PSBA

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2017 Annual Convention & Trade Show

The Penn Stater Conference Center

Sunday June 25, 2017 - Tuesday June 27, 2017

Table of Contents

President's Welcome..... Page 4

Annual Convention Agenda..... Page 5

Way Finding Maps..... Page 10

Exhibitor Booth Assignments and Floor Plan..... Page 14

Thank you to Sponsors ..... Page 17

Hospitality Suites..... Page 19

PSBA Regional Maps..... Page 21

Meet the Vendors Prize & Giveaway..... Page 24

PAC Raffle..... Page 25

2017 Safety Competition..... Page 27

Attendee Registration List..... Page 28

Exhibitor Registration List..... Page 38

Photo Contest Winners..... Page 45

Annual Membership Meeting Agenda..... Page 46

Annual Membership Meeting Slate of Candidates..... Page 47

Proposed Bylaws Changes..... Page 48

Keynote Speaker - Patrick Mulick, BCBA, NBCT..... Page 51

Happy Boss - Happy Business Page 54

Before the Crash..... Page 56

Keeping Up With ADHD on the Bus and Roundtable..... Page 65

Tire & Wheel Maintenance..... Page 73

Understanding the Middle Schooler Mind..... Page 77

Controlling The School Bus Environment: Legal Issues..... Page 83

PPC: Oils & Engine Coolants..... Page 85

Increasing Driver Engagement Page 92

Decision Driving and Influencing Drivers..... Page 96

ELD/State & Federal Updates.. Page 104

NSTA Updates..... Page 105

"Altered State"..... Page 107

Beyond Compartmentalization: Selecting & Using CSRS.... Page 117

Cummins Aftertreatment System..... Page 125

Putting Renewable Energy to Work for Your Business..... Page 126

Small Contractor Roundtable.. Page 127

Succession Planning..... Page 129

TSA Tabletop Drill..... Page 130

Pennsylvania School Bus Association

Safely Transporting Pennsylvania's Future

President's Welcome

Dear Members and Guests of the PSBA,

It is my pleasure to take this opportunity to welcome all of you to the 2017 PSBA Convention and Trade Show. We are pleased to be able to hold this year's convention at a facility that embodies the spirit of one of this country's great learning institutions for higher education.

On behalf of my fellow members, board members and officers, I would like to express our appreciation to all of the individuals who worked together to organize this convention. They include, but are not limited to the professionals at The Penn Stater, SEC, PSBA Annual Convention Committee members, Smith Bus and Mike Berk & Maggie Bues. They never cease to impress me with their work and dedication to this event. We all benefit as a result.

The PSBA is an association that serves its membership, which in turn serves the students and families of the commonwealth. This association thrives because the members are working together as one entity. As a professional who is dedicated yourself to the safe, efficient and effective transportation of students each day you will find PSBA a source of education, a guide in the understanding of regulations and a forum to share experiences with colleagues.

As you are aware from managing your operations there are challenges we face frequently in the ever changing regulatory and political environment. The PSBA, along with its partners is an advocate for our interests in Harrisburg. Please learn how you can do your part in our collective effort to ensure we are representing ourselves and our abilities to provide our services to the commonwealth in an effective manner that is safe and efficient for all.

You will find attending the convention enables you to experience these benefits firsthand. In addition to the learning you will enjoy the fellowship of one another during your stay here at The Penn Stater.

During this past year, I have had the opportunity to see many of you at the regional meetings around the state. If your schedule allows, I recommend you to take advantage of this meetings in the future. They provide an environment that encourages open and candid discussion with the presenters and fellow members. We hope you bring a friend in the pupil transportation business to show off the wonderful association that is the PSBA.

I look forward to seeing old friends and making new ones in the halls, banquet rooms and classrooms over the next few days.

All the best,

Frederick Bennett
PSBA President

Pennsylvania School Bus Association

Safely Transporting Pennsylvania's Future

2017 Annual Convention

AGENDA

Sunday June 25, 2017

11:30 am - 5:00 pm	**Conference Registration**	Refreshment Break Area
12:00 pm - 5:00 pm	**School Bus Driver Instructor Course (20 Hours Mandatory) Kevin Schofield & Charles Sameck** *Pennsylvania School Bus driver Instructor Course is a 20-hour training. Only those registered specifically for this course may attend. Attendee must be present for all 20 hours.*	Room 105
1:00 pm - 5:00 pm	**Exhibitor Set Up**	Presidents 3&4
1:45 pm - 4:45 pm	**Afternoon Activity (Pre-Registration Required)** **Transportation Sponsored by Brightbill Body Works** *Take a tour of the beautiful gardens Penn State has to offer at the Penn State Arboretum followed by a necessary stop at the Penn State Creamery!*	Main Lobby
3:00 pm - 4:00 pm	**Happy Boss - Happy Business - Stephanie Nericcio (G)** *Join Stephanie Nericcio of Deitch Buses to learn how to create success in your personal and business life. Learn techniques such as Power Hour, Goal Board, 5 Minute Meditations, and Manifesting your ideal life.*	Room 104
5:30 pm - 6:30 pm	**Welcome Reception & Outside Bus Display - Sponsored by RC Kelly Law Associates -** *Help us kick off the 2017 Annual Convention. All are welcome!*	Outdoor Bus Parking Lot
6:30 pm - 8:15 pm	**PSBA Dinner Function – (Pre-Registration Required)** *This event is not included in your conference registration fees. Tickets for this event were purchased in advance. Dress for this event is Casual and it is recommended to bring a light sweater or jacket.*	Courtyard
8:30 pm - ??????	**Hospitality Suites Open** **Wolfington - Deans Hall | Rohrer/Myers Equip. - Senate Lounge**	

Monday June 26, 2017

7:30 am- 2:00 pm	**Registration**	Registration Desk 1
8:00 am - 4:00 pm	**School Bus Driver Instructor Course - Kevin Schofield & Charles Sameck** *Instructors Course to certify individuals who want to become a PA State Certified School Bus Instructor*	Room 105
8:00 am - 8:05 am	**Welcome! Convention Opening Remarks (G)**	Deans Hall
8:05 am - 8:45 am	**Welcome & Keynote Speaker - Patrick Mulick (G)** *The passion and precision of one can effect change on the masses, and so it is YOU who can effect change within your team. Are you ready to be that person? Maximize your environmental impact by creating a home field advantage in which your colleagues and students can win! Set your visual schedule to laugh, cry, excite, and learn in Patrick's dynamic proclamation for all who support kids to light it up!*	Deans Hall
	Breakout Sessions	
8:45 am - 10:15 am	**Before the Crash - Kathy Strotmeyer (G)** *This presentation encourages transportation personnel and first responders to establish communication, review policies and identify areas of cooperation before, or in the event of, a school bus crash.*	Room 207
8:45 am- 10:15 am	**Keeping Up with ADHD on the Bus & Roundtable - Patrick Mulick (EL)** *Keynote speaker Patrick Mulick, BCBA, NBCT will go over the makeup of ADHD that can make kids break down on and off the bus. What can look like noncompliance often is just a result of the disability, and knowing how to address this is essential.*	Room 208

(G) - General Track **(M) - Mechanical Track** **(EL) - Exceptional Learners Track**

Pennsylvania School Bus Association

Safely Transporting Pennsylvania's Future

2017 Annual Convention

AGENDA CONTINUED

Monday June 26, 2017

8:45 am - 10:00 am	**Tire & Wheel Maintenance - Robert Bortner (M)** *Robert Bortner will teach you all about tires including wheel maintenance, balancing, alignment, and wheel retention. Tire and wheel maintenance is changing, learn about the latest technologies in wheel care: steel and aluminum wheel maintenance the right way, balancing options, keys to vehicle alignment and more. Learn some simple techniques to gain tire life and fuel economy.*	Room 106
9:15 am - 11:15 am	**Break Time Sponsored By Triangle Communications**	
10:30 am - 11:30 am	**Understanding the Middle Schooler Mind for a Smoother Ride - Alex Smith & Dr. Jesse White (G)** *Presented by Alex Smith, Ed.S., NCSP and Dr. Jesse White, this train-the-trainer style presentation will cover an array of topics associated with middle school students, focusing on the developmental stages that may explain why middle schoolers make some baffling choices. Together the class will generate a framework of techniques that bus drivers can use to form a positive bus environment.*	Room 207
10:30 am - 11:30 am	**Controlling The School Bus Environment: Legal Issues - Richard Kelly, Esq. (G)** *Inappropriate behavior on the school bus can be dangerous and has become more common in the news and internet media recently. Managing how drivers and aids respond to incidents can be a challenge for contractors since parents and school administrators have different concerns and legal obligations than do the contractor. Join Rich Kelly, Esq. in a discussion regarding legal considerations and potential pitfalls when working to control the school bus environment.*	Room 208
10:30 am - 11:45 am	**PPC: Oils & Engine Coolants - Drew Nagle and Joe Long (M)** *Join experts Drew Nagle and Joe Long for an educational workshop on Oils and Engines. Oils: Are you using the correct oil? Changes are on their way for new Diesel Green House Gas regulations. Lighter oils are being required for small vehicles for economy and emissions regulations. Engine Coolants: They come in all the colors of the rainbow. There is a lot of marketing but little facts being shared. Learn which engine coolants you should be using, which are compatible, and which will not mix. Learn how to properly maintain your cooling system and promote long engine life.*	Room 106
11:30 am - 12:30pm	**Increasing Driver Engagement - The Key to Improving Driver Retention and Organizational Performance - Christopher Boguslaw, M.Ed. (G)** *Join Christopher Boguslaw, M. Ed. for an ever-important topic. Participants in this workshop will leave with an executive overview of what employee engagement is and how increasing employee engagement can provide great results in driver recruitment, retention, and satisfaction.*	Room 207
11:30 am - 12:30 pm	**Decision Driving and Influencing Drivers Making those Decisions - Gary Gillespie, CSP, CRM (G)** *Gary Gillespie, CSP, CRM will present various decisions drivers make while driving and how they can impact a potential accident. This workshop will provide information and ideas school bus operations can use to help motivate, engage, and train drivers to make better decisions.*	Room 208

(G) - General Track **(M) - Mechanical Track** **(EL) - Exceptional Learners Track**

Pennsylvania School Bus Association

Safely Transporting Pennsylvania's Future

2017 Annual Convention

AGENDA CONTINUED

Monday June 26, 2017

12:00 pm - 1:30 pm	**Lunch Sponsored By Keystone and Nationwide Insurance**	Presidents 1&2
1:15 pm - 2:30 pm	**Electronic Logging Devices/State & Federal Updates – Cusick, Harter, Kemp, Krol, (G)** *FMCSA, PSP and PennDOT will provide important updates relating to Student Transportation.*	Deans Hall
2:30 pm - 5:00 pm	**Meet the Vendors and Snacks – Prizes for All!** *Don't miss the chance to meet all of our vendors. Raffle prizes will be called at this time!*	Presidents 3&4
5:15 pm - 6:30 pm	**Exhibitor Cocktail Party - Sponsored by All Registered Vendors**	Presidents 3&4
6:45 pm - 9:00 pm	**Annual Banquet** *Join us as we celebrate family owned companies as they receive the Contractor Award for 75 years in business.*	Presidents 1&2
9:00 pm - 11:00 pm	**Community Hospitality Suite** *The "Community Hospitality Event" will provide a unique experience to mingle and enjoy the company of customers and friends. The Community Hospitality Suite will be from 9 PM – 11 PM and will include beer, wine, soda, coffee, tea, ice cream sundae, pub snacks and games!*	Deans Hall

Tuesday, June 27, 2017

7:00 am - 7:45 am	**Breakfast (Sponsored by Eaton) and NSTA Updates with Becky Weber**	Presidents 1&2
7:45 am - 8:30 am	**Annual Membership Meeting (G)** *Important for all members to attend. Committee Chairs will present their committee reports and members will elect District Directors to the PSBA Board of Directors.*	Presidents 1&2
7:30 am - 12:00 pm	**Registration**	Registration Desk 1
8:00 am - 5:00 pm	**School Bus Driver Instructor Course - Kevin Schofield & Charles Sameck** *Instructors Course to certify individuals who want to become a PA State Certified School Bus Instructor*	Room 105
8:30 am - 9:30 am	**"Altered State" Best Practices in Substance Free Workplace and Regulatory Compliance - Grace Bradley Kelly, MBA, SPHR, SHRM-SCP, (G)** *Learn from matter expert Grace Kelly, MBA, SPHR, SHRM-SCP, as she reviews best practices in a substance free workplace and regulatory compliance that accompanies it.*	Deans Hall
8:30 am - 9:30 am	**Beyond Compartmentalization: Selecting and Using CSRS for Preschoolers and Children with Special Needs - Denise Donaldson (EL)** *In certain situations, compartmentalization alone cannot properly protect students. Join Denise Donaldson to identify those situations and outline a decision-making process to use when selecting child safety restraint systems to meet the needs of students and the obligations of transporters.*	Senate Lounge
8:30 am - 10:30 am	**Understanding and Troubleshooting Cummins Aftertreatment System - Jack Szalka (M)** *Jack Szalka will go over engines, emissions troubleshooting and repair.*	Presidents 1&2

(G) - General Track **(M) - Mechanical Track** **(EL) - Exceptional Learners Track**

Pennsylvania School Bus Association

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2017 Annual Convention

AGENDA CONTINUED

Tuesday, June 27, 2017

9:30 am - 10:30 am	**Putting Renewable Energy to Work for Your Business - Todd Rittenhouse & Ed Johnstonbaug (G)** *Todd Rittenhouse, of Rittenhouse Bus Lines, and Edward Johnstonbaug will discuss business models and other considerations that make renewable energy the right choice.*	Senate Lounge
9:30 am - 10:30 am	**Small Contractor Round Table - PSBA Members (G)** *This workshop is for companies with less than 50 buses to compare and discuss different aspects of running a small business.*	Deans Hall
9:30 am - 11:45 am	**BREAK & SNACKS**	
10:45 am - 11:45am	**Succession Planning - Richard Kelly, Esq. (G)** *For a family business, succession planning means assuring that the current and next generation of your family gets the benefit of the assets you have built. It means having a future vision of your company – while you are happily in retirement. Whether you choose to sell/transfer "to the next generation," or sell/transfer "for the benefit of the next generation," a well thought out plan could be your crowning achievement. Join Rich Kelly, Esq. for a discussion on how to get started with your plan for the future.*	Senate Lounge
10:45 am - 12:45 am	**TSA Tabletop Drill - Joe Larkin, MEP, and John Yimin (G)** *Joseph Larkin, MEP and John Yimin of the TSA will provide a discussion based tabletop exercise demonstration focused on school bus operations to prevent attacks. The goal is to work through the demonstration in a no consequence environment.*	Deans Hall
12:45 pm - 1:00 pm	**Closing Remarks - Mike Berk**	Deans Hall
1:00 pm	**Board of Directors Meeting**	Room 107

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Convention Workshop Way Finding Map - Key

Monday June 26th

Code	Time	Workshop	Location
	8:00 - 8:45	KEYNOTE SPEAKER: "Light it Up!"	Deans Hall
	8:45 - 10:15	Before the Crash	Room 207
	8:45 - 10:15	Keeping Up with ADHD on the Bus (Round Table)	Room 208
	8:45 - 10:00	Tire and Wheel Maintenance	Room 106
	10:30 - 11:30	Understanding the Middle Schooler Mind for a Smoother Ride	Room 207
	10:30 - 11:30	Controlling the School Bus Environment - Legal Issues	Room 208
	10:30 - 11:45	PPC: Oils & Engine Coolants	Room 106
	11:30-12:30	Increasing Driver Engagement - The Key to Improving Driver Retention and Organizational Performance	Room 207
	11:30 - 12:30	Decision Driving and Influencing Drivers Making those Decisions	Room 208
	1:15- 2:30	ELD and State and Federal Dept. Updates	Deans Hall
	Sun 6/25 (12-5); Mon 6/26 (8-4); Tues 6/27 (8-5) School Bus Instructor Course		Room 105

Pennsylvania School Bus Association

Safely Transporting Pennsylvania's Future

Convention Workshop Way Finding Map - Key

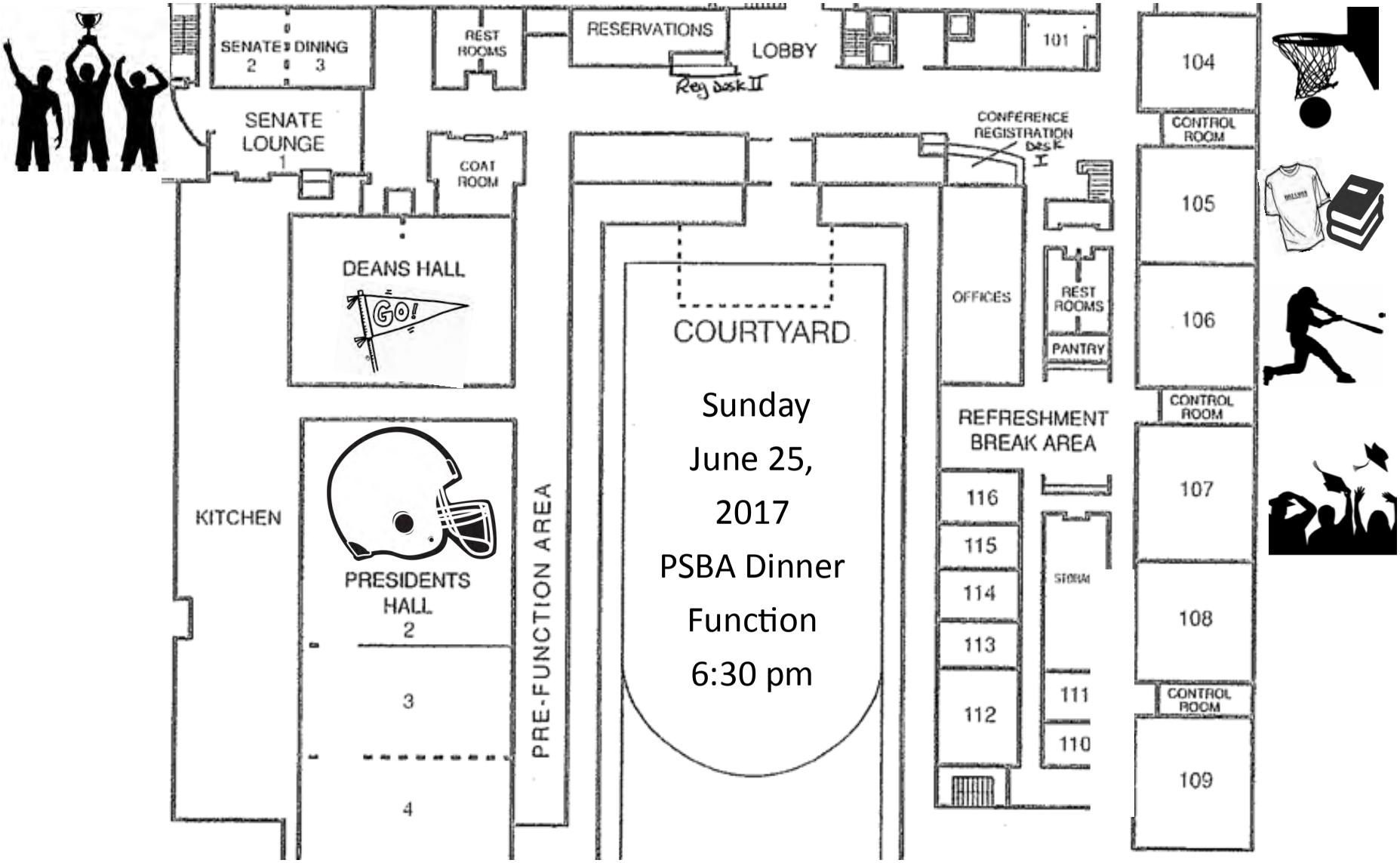
Tuesday June 27th

Code	Time	Workshop	Location
	7:00 - 8:30	Breakfast and NSTA Updates; Annual Membership Meeting (Following Breakfast)	Presidents 1&2
	8:30 - 9:30	"Altered State" Best Practices in Substance Free Workplace and Regulatory Compliance	Deans
	8:30 - 9:30	Beyond Compartmentalization: Selecting and Using CSRS for Preschoolers and Children with Special Needs	Senate
	8:30 - 10:30	Understanding and Troubleshooting Cummins Aftertreatment System	Presidents 1&2
	9:30 - 10:30	Putting Renewable Energy to Work for Your Business	Senate
	9:30 - 10:30	Small Contractor Round Table	Deans
	10:45 - 11:45	Succession Planning	Senate
	10:45 - 12:45	TSA Tabletop Drill	Deans
	12:45-1:00	Closing Remarks	Deans
	1:00	Board of Directors	Room 107

Pennsylvania School Bus Association

Safely Transporting Pennsylvania's Future

Way Finding Map - First Floor



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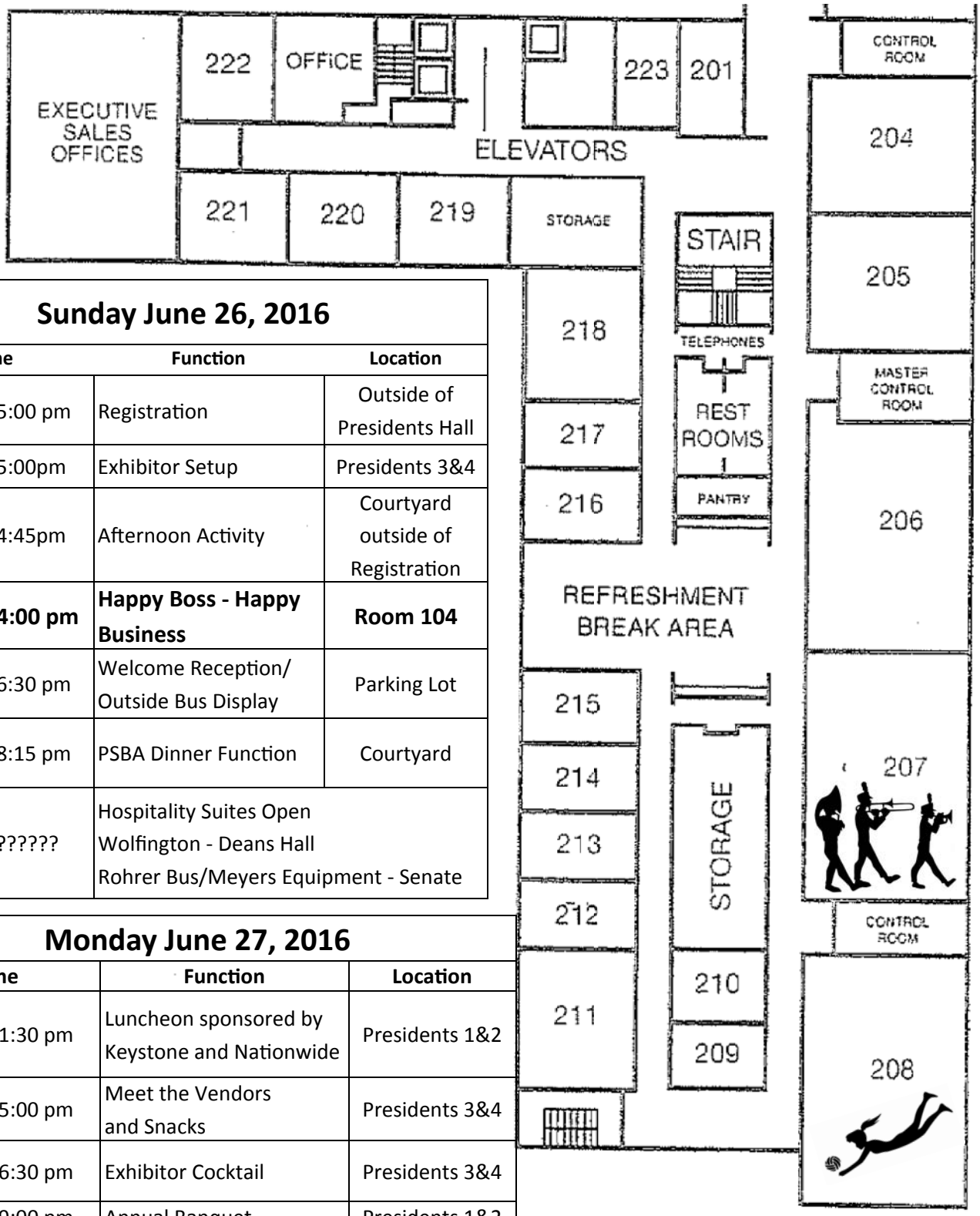
Way Finding Map - Second Floor



Sunday June 26, 2016

Time	Function	Location
11:30 am -5:00 pm	Registration	Outside of Presidents Hall
1:00 pm -5:00pm	Exhibitor Setup	Presidents 3&4
1:45 pm -4:45pm	Afternoon Activity	Courtyard outside of Registration
3:00 pm -4:00 pm	**Happy Boss - Happy Business**	**Room 104**
5:30 pm -6:30 pm	Welcome Reception/ Outside Bus Display	Parking Lot
6:30 pm -8:15 pm	PSBA Dinner Function	Courtyard
8:30 pm -??????	Hospitality Suites Open Wolfington - Deans Hall Rohrer Bus/Meyers Equipment - Senate	

Monday June 27, 2016

Time	Function	Location
12:00 pm -1:30 pm	Luncheon sponsored by Keystone and Nationwide	Presidents 1&2
2:30 pm -5:00 pm	Meet the Vendors and Snacks	Presidents 3&4
5:15 pm -6:30 pm	Exhibitor Cocktail	Presidents 3&4
6:45 pm -9:00 pm	Annual Banquet	Presidents 1&2
9:00 pm -11:00 pm	Community Hospitality Suite	Deans Hall

Pennsylvania School Bus Association

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Exhibitor Booth Assignments

Booth	Exhibitor Company/Telephone
1	Zonar Systems (206-878-2459)
2	Brandywine Bus Sales (610 641 8103)
3	Keystone (570-473-2146)
4	Keystone (570-473-2146)
5	Nationwide (215-256-3330)
6	RC Kelly Law Associates (215-896-3846)
7	Penn Power Group (610-944-0451)
8	Easy Way Safety Services (330-888-3911)
9	Myers Equipment (330-533-5556)
10	ROSCO, Inc. (718-526-2601)
11	Fortress Systems International (704-405-5000)
12	Wolfington Body Co., Inc (800-662-2435)
13	Wolfington Body Co., Inc (800-662-2435)
14	Famtec Surveillance (607-334-1530)
15	AMETEK DuraTek (315-520-3874)
16	AngelTrax (334-692-4600)
17	Whitmoyer Auto Group (717-653-7080)
18	Bus Parts Warehouse (800-635-5567)
19	Cummins Bridgeway, LLC (412-477-8334)
20	Q'Straint/Sure-Lok (800-987-9987)
21	SS Sales (412-487-5452)
22	First National Bank (724-983-4937)
23	Gatekeeper Systems, Inc. (434-473-9569)
24	American Cooling Technology (717-767-2775)
25	Pennsylvania Bus Sales, Inc. (1-800-236-5121)
26	PJP (402-415-1290)
27	Transportation Accessories Co., Inc. (800-848-0756)
28	REI (Radio Engineering Industries) (402-339-2200)
29	Eaton Corp (610-737-1090)
30	Rohrer Bus Sales (7179572141)
31	Eagle Wireless Communications (215-672-0575)
32	Seon Systems Sales, Inc. (877-630-7366)
33	Wheeler Bros, Inc. (814-443-7041)
34	Leibensperger Transportation Sales (610-966-5444)
35	Wells Fargo Equipment Finance, Inc. (423-386-5722)
36	Don Brown Bus Sales (518-705-4211)
37	Jasper (800-827-7455)
38	Triangle Communications, Inc. (717-656-2211)
39	Blue Bird Bus Sales (724-316-1026)
40	Alan Tye & Associates (800-347-3440)
41	Zen-Tinel, Inc. (724-357-9709)
42	School Bus Parts Company (215-766-0440)
43	IMI (717-658-1101)
44	OnSpot Automatic Tire Chains (800-766-7768)
45	M. A. Brightbill Body Works, Inc. (800-932-4625)
46	Castrol/Old World/PPC (443-240-1444) (717-557-5347) (912-224-1049)
47	ProGas (724-822-4587)
48	TripSpark (216-539-1802)
49	National Bus Sales (918-224-1049)
50	Pennsylvania School Bus Association

Presidents Hall 3 & 4

Wolfington	Wolfington	Famtec	door		Ametek	AngelTrax	Whitmoyer	door
	12 13	14			15	16	17	
		18	19	20	21	22	23	24
Fortress	11	Bus Parts Warehouse	Cummins	Q'Straint SureLok	SS Sales	First National	Gatekeeper	American Cooling
Roscoe	10	Eagle Wireless	Rohrer	Eaton	REI	TAC	PJP	PA Bus Sales
		31	30	29	28	27	26	25
Myers	9							
		32	33	34	35	36	37	38
Easy Way	8	Seon	Wheeler	Leibensperger	Wells Fargo	Don Brown	Jasper	Triangle
Penn Power	7	MA Brightbill	Onspot	IMI	School Bus Parts	Zen-tinel	Alan Tye	Blue Bird
		45	44	43	42	41	40	39
RCKLA	6							
Nationwide	5	4	3			2	1	
		Keystone	Keystone	entrance		Brandywine	Zonar	Door

Rooms →

← to outside bus diplay

46	47	48		49	
Castrol/ Old World /PPC	ProGas	TripSpark		National Bus Sales	PSBA Booth

door door door

Presidents Hall 1 & 2

2017 Annual Convention & Trade Show

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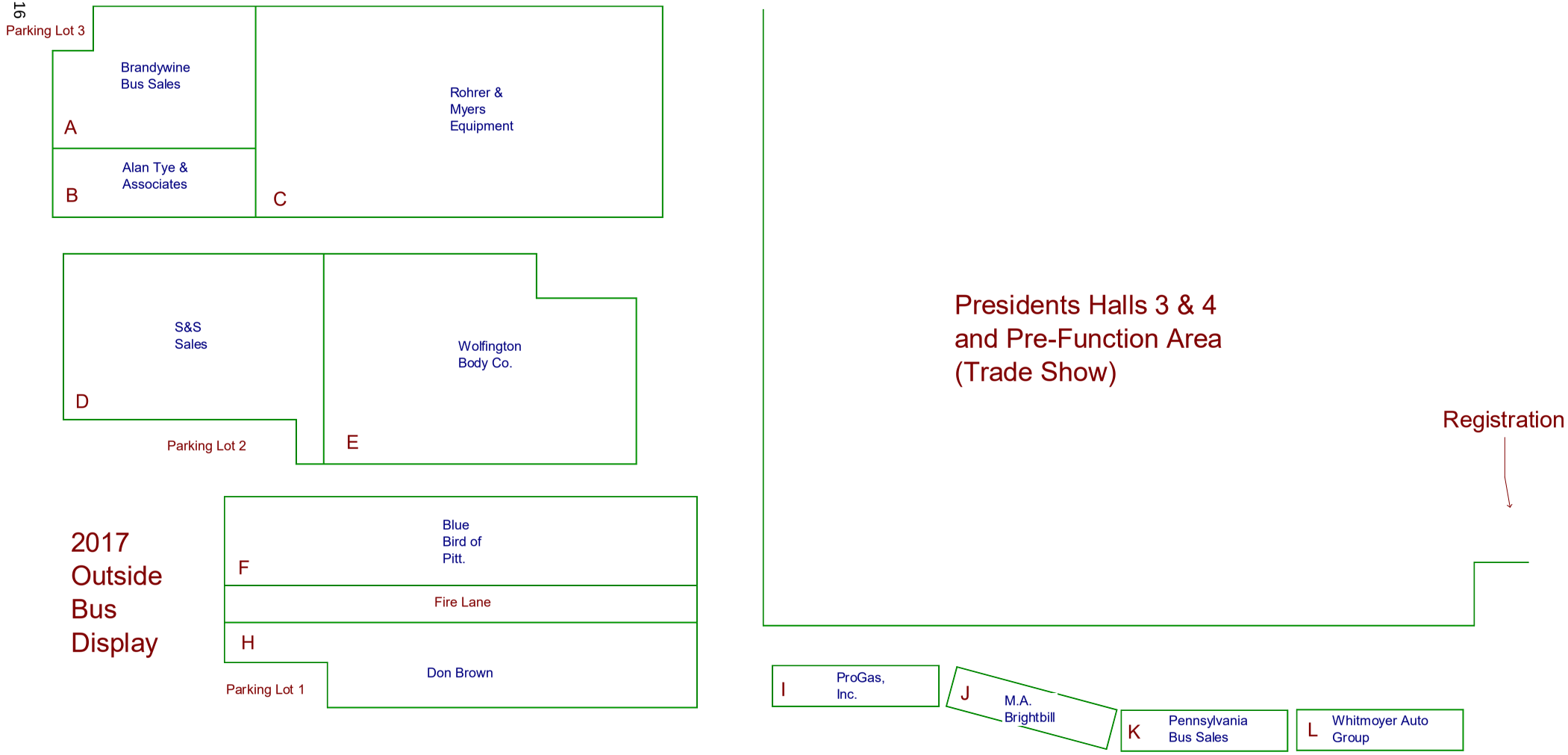
Parking Lot 3
Brandywine Bus Sales
A
Alan Tye & Associates
B
Rohrer & Myers Equipment
C
S&S Sales
D
Parking Lot 2
Wolfington Body Co.
E
2017 Outside Bus Display
Blue Bird of Pitt.
F
Fire Lane
H
Don Brown
Parking Lot 1
Presidents Halls 3 & 4 and Pre-Function Area (Trade Show)
Registration
I
ProGas, Inc.
J
M.A. Brightbill
K
Pennsylvania Bus Sales
L
Whitmoyer Auto Group

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PSBA expresses our heartfelt thanks to the following companies for their generosity at this year's Annual Convention**:

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Wolfington Body Company

Sunday Afternoon Trip
Brightbill Body Works

Sunday Welcome Reception
RC Kelly Law Associates

Monday Break
Triangle Communications

Exhibit Luncheon
Keystone/Nationwide

Tuesday Morning Breakfast
Eaton

Thank You

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Hospitality Suites

The following Associate Members and Exhibitors have made arrangements to host Hospitality Suites.

Sunday, June 25, 2017

Wolfington Body Company - Deans Hall

Rohrer Bus Sales/Myers Equipment Corp. - Senate Hall

Monday, June 26, 2017

Community Hospitality Suite - Deans Hall

The "Community Hospitality Event" will provide a unique experience to mingle and enjoy the company of customers and friends. The Community Hospitality Suite will be from 9 PM – 11 PM in Deans and will include beer, wine, soda, coffee, tea, ice cream sundae, pub snacks and games!

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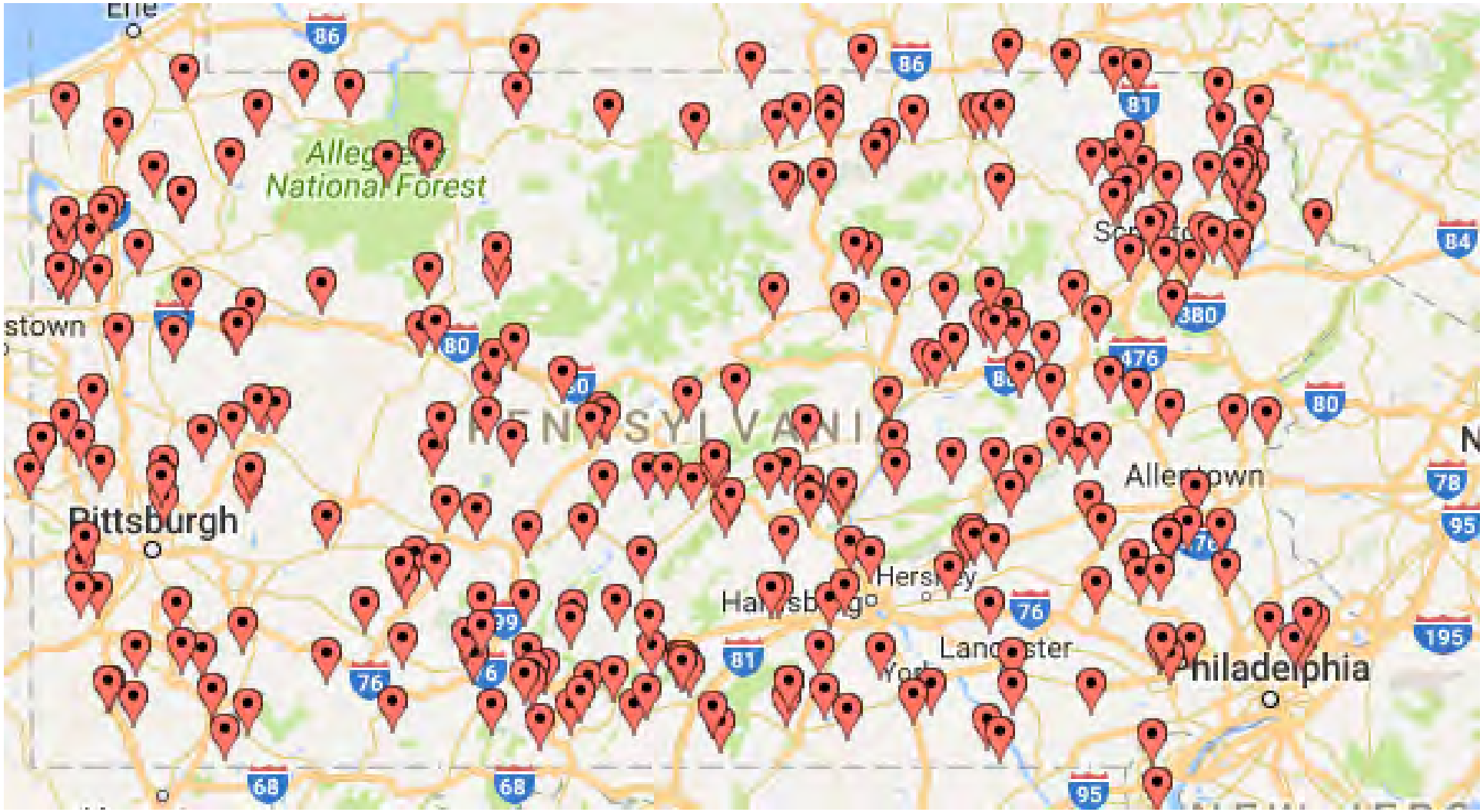
Pennsylvania School Bus Association
Contractor Members by Location



Pennsylvania School Bus Association

Safely Transporting Pennsylvania's Future

Pennsylvania School Bus Association Regional Map

Board of Directors 2017

Northwest Region

Jay Frye, Greenville	(724)588-3788
Susan Klark, Warren	(814)723-8800
Denille Girardat-Myers, Cochranton	(814)425-3603
Brent Talkington, Saegertown	(814)763-5881
William Todd, Eldred	(814)225-4738
Brenda Watson, Hermitage	(724)704-7230

Northeast Region

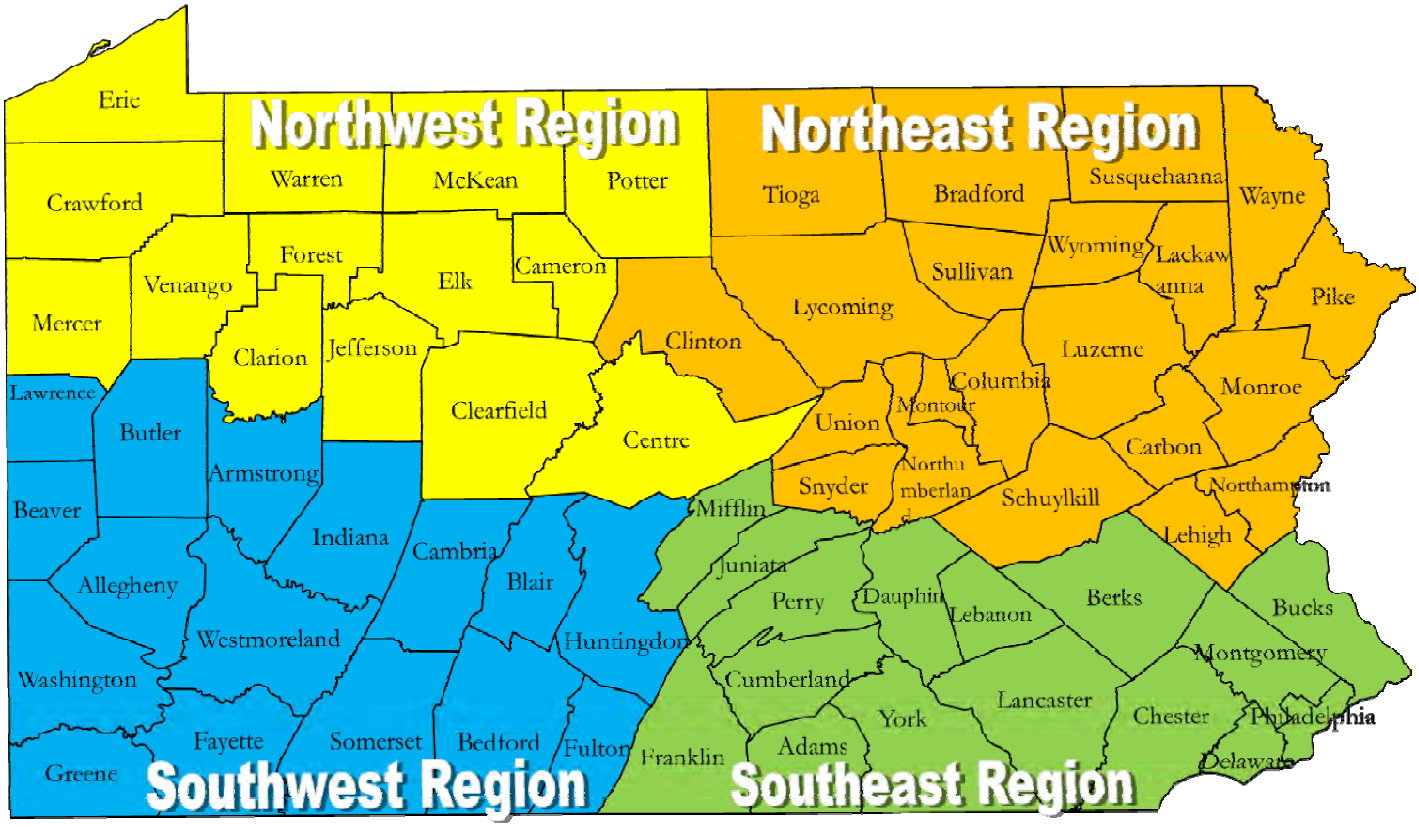
Fred Bennett, Orangeville	(570)245-6393
Walter Garing, Honesdale	(570)488-6529
Russ Leibensperger, Macungie	(610)966-5444
Jay Newswanger, Pottsville	(570)385-4488
Aaron Sepkowski, Covington Twp	(570)842-0480

Southwest Region

Bill Barker, Kittanning	(724)548-2017
Marsha Clepper, Freeport	(724)295-9150
David Myers, Export	(724)733-1045
Aaron Silverman, Allison Park	(412)782-4110
Robert Rhodes, Ambridge	(724)266-4322
Randall L. Smith, Blairsville	(724)459-6930

Southeast Region

Gregg Eshelman, Mohnton	(610)856-7740
Blake Krapf, Exton	(610)594-2664
Mike Nericcio, Carlisle	(717)249-4497
Shawn McGlinchey, Exton	(484)879-1503
David Schrantz, Duncannon	(717)957-3811
Richard Wolfington, Jr., Exton	(610)458-8501



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Carry your precious cargo more safely and efficiently with the Eaton® Procision® dual-clutch automatic transmission. It's an engineering breakthrough from the 100-year leader in commercial vehicle transmissions. With smart features that deliver more reliability, control, and driver confidence than the torque converter automatic you're currently using. Here are some of the other features that have Procision earning high marks:

SAFETY

- Adjustable Urge To Move and Creep Mode provides best-in-class low speed maneuverability
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- Lower engine noise creates a better operating environment

SMART

- 8-10% better fuel economy* than a torque converter automatic
- 150,000 mile lube & filter changes for reduced maintenance costs

CONFIDENCE

- Innovative dual clutch technology provides smooth delivery of power for confident driving and a comfortable ride
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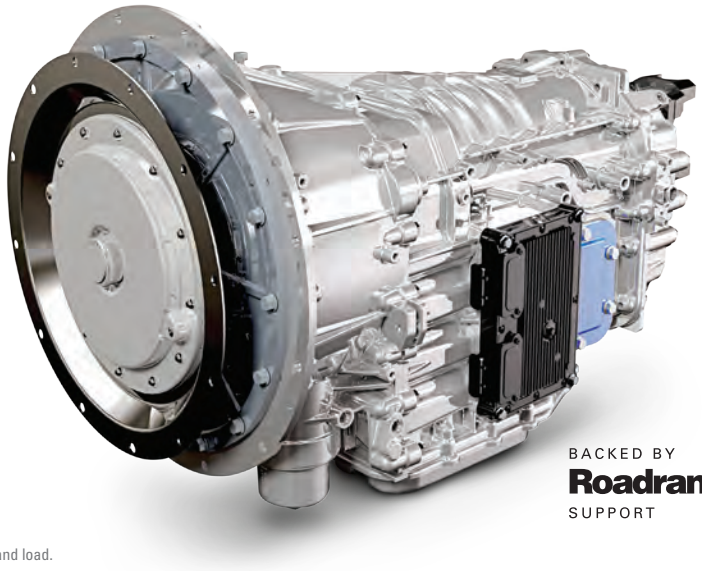

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* Based on third-party testing. Fuel economy results may vary based on driving conditions and load.

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Pennsylvania School Bus Association

Safely Transporting Pennsylvania's Future

Meet the Vendors Prize & Giveaway

June 26, 2017

3:00pm - 5:00pm

Exhibitor Door Prize Drawing

Each year we ask exhibitors to donate a gift to give away at the Conference. Every person registered for the conference is eligible to win a gift. This year we will be drawing names for the prizes during the exhibit hours on Monday afternoon, June 26. This will be the only time that there will be prize drawings. A winner board will be located at the PSBA registration desk after the drawing so make sure to check to see if you have won. Prizes can be claimed at the corresponding exhibitor booth.

Every year many great gifts are contributed by the exhibitors. The Pennsylvania School Bus Association sincerely appreciates the extra contribution exhibitors make to this event. Without their support, our conference would not be the success it is today. Please make sure to visit our exhibitors to show your support.

Pennsylvania School Bus Association

Safely Transporting Pennsylvania's Future

PAC Raffle

Annually, at the cocktail party on Monday evening, PSBA School Bus PAC solicits attendees for contributions for our political action committee. This is a fifty-fifty raffle. Half the money raised goes to the political action committee and the other half you can take home.

PSBA's School Bus PAC's mission is to educate legislative members who serve on the House and Senate Education committees, House and Senate Transportation committees and Leadership in both the House and Senate in addition to gubernatorial candidates. Issues affecting the school bus industry have increased and making your voice heard in Harrisburg is now more important than ever.

We will have teams circulating the room for five, ten and twenty dollar contributions. There is a drawing for each category. Please consider contributing to the School Bus PAC through this annual fundraiser. Win or lose the raffle, you'll go home a winner having helped our Association achieve its legislative goals.

RC KELLY LAW IS ON YOUR TEAM!

RC Kelly Law Associates is an innovative law firm, working with school bus contractors in all stages of business development. We are committed to finding practical solutions for our school bus clients, so they can stay focused on their core business. We have concentrated our practice in the transportation industry so we can anticipate our clients' business and industry challenges and provide proactive solutions.

The bus stops here.

Make sure to stop by the "RC Kelly Stadium" during vendor hours
on Monday June 26th from 2:30pm - 6:30pm.

GET IN THE GAME

"Controlling the School Bus Environment: Legal Issues"

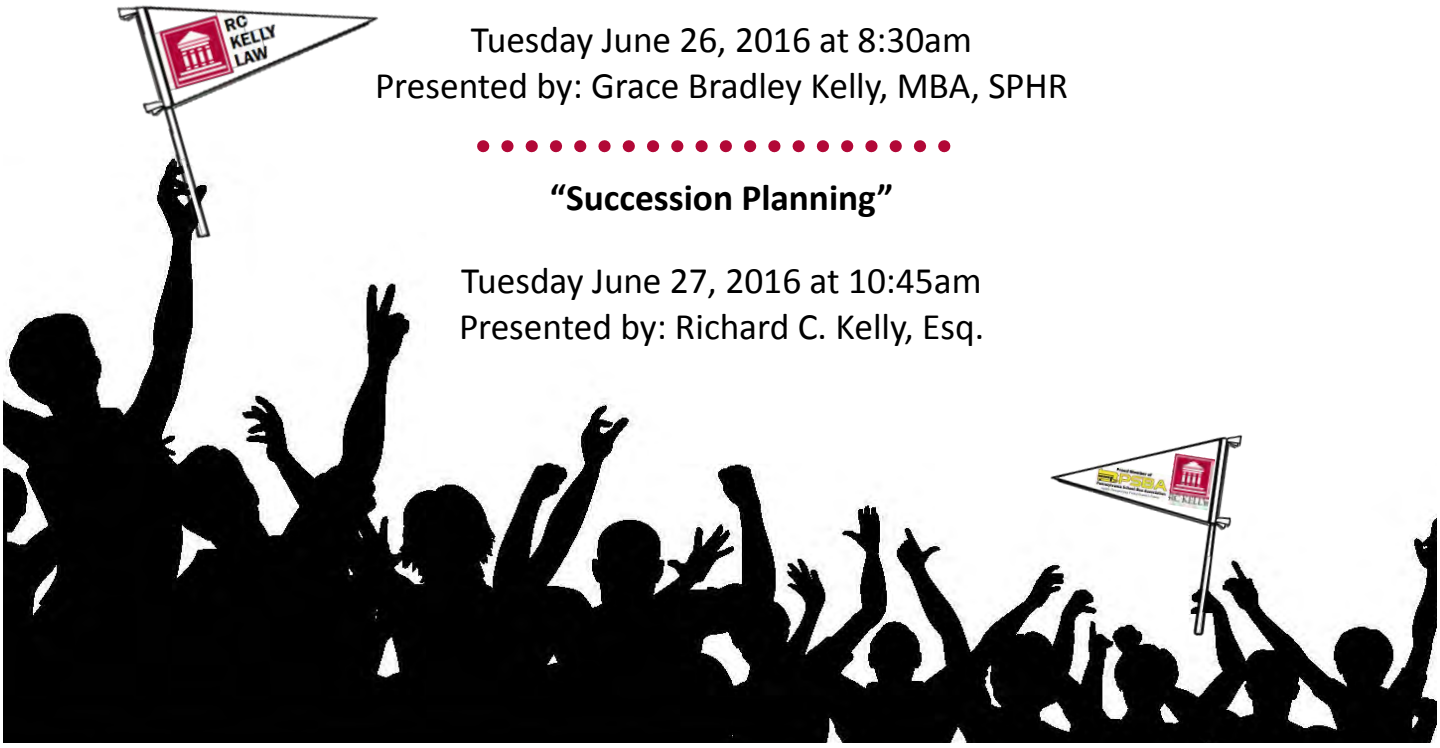
Monday June 26, 2016 at 10:30am
Presented by: Richard C. Kelly, Esq.

"Altered State: Best Practices in Substance Free Work Place and Regulatory Compliance"

Tuesday June 26, 2016 at 8:30am
Presented by: Grace Bradley Kelly, MBA, SPHR

"Succession Planning"

Tuesday June 27, 2016 at 10:45am
Presented by: Richard C. Kelly, Esq.



RC Kelly Law Associates | www.rckelly.com | help@rckelly.com | 215-896-3846

Congratulations to this year's Safety Competition Participants!

Congratulations!

The Pennsylvania School Bus Association under the direction of Safety Competition Chairman, Dallas Krapf, hosted this year's 41st statewide Safety Competition for school bus drivers on June 23rd - 24th, 2017. This competition celebrates the safest school bus drivers in Pennsylvania. School bus drivers from both independent contractors and public schools competed for the Pennsylvania State Title of CHAMPION SCHOOL BUS DRIVER. All the drivers should be proud of their accomplishment and recognized for being a role model in their industry. The competition is comprised of a written test (proctored by PennDOT), and a driving and safety skills course. The State winners will head out to Indianapolis, IN in July to compete at the National Competition. The State of Pennsylvania has over 40,000 Licensed School Bus Drivers on the roads every school day, safely transporting thousands of students to and from school. The PSBA's Mission of Safely Transporting Pennsylvania's Future is supported by our key initiatives of Safety, Education and Advocacy. The event showcases the best of the best. **We are proud to celebrate these dedicated professional drivers this year and for many years to come!**

& Thank You!

The Pennsylvania School Bus Association would like to extend a hearty thank you to the **army of volunteers** who came out to assist with the Safety Competition this year, Your dedication and hard work makes this event such as success. ***You are our heroes! Thank you!*** And to our **financial supporters**, and **bus suppliers** we thank you for your amazing support of this event!

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Frye, Inc.
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Keystone
Krapf School Bus
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RC Kelly Law Associates
Rohrer Bus Sales
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**Sponsors as of 6/5/2017

2017 Annual Convention
June 25 – 27, 2017
Penn Stater Hotel & Conference Center
Conference Attendee List
as of 6/19/2017

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George Harr

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Lynn Althouse

Anderson Coach and Travel
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Ryan Nicklin
Jessica Schlumberger
Michael Icenhour

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Kathy Reddinger
Mary Spagnola
Debbie Luke

BENEDICT'S BUS SERVICE
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Andrew Boyce
Kaitlin Troyer

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Debbie Bohnert

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Brent Talkington
Amy Talkington

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Brian Diehl
Terry Gates
Derrick Reese

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Michael Nericcio
Susan Dye
Evelyn Nericcio

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Hilda Wilkins

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Brenda Eshelman

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Rick Linder

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Jada Fox
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Jim Folkes
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Ella Krapf
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Aurora, ON, Canada L3X1L3
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Trudy Skinner

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Kassi Leidy

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Gretchen Bailey
Cristi Conant
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Tammy Hart

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Collin Klinger
Dennis Klinger

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2569 Darlington Rd
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Nashton Donnelly
Jennifer Donnelly
Dan Donnelly

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Adrianna Karle
Bryan McCleaf
Jim McCleaf

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Maryann Brett
Owen Hofecker
Douglas McIlwain
Sally McIlwain
Timothy McIlwain

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Darwin Meyers

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Lisa Miller
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1167 Forest Hills Drive
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Patricia E. Fenchak
David W. Miller
Kellie J. Miller
C.Franklin Miller

Mlaker Student Transportation
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Brownsville, Pennsylvania 15417
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Randall Pordash
Jack Lawver

Moore School Bus, Inc.
142 State Route 356
Apollo, Pennsylvania 15613
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Randy Emerick
Missy Emerick
Bill Moore
Lonnie Moore
Kevin Moore
Darwin Moore

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Beavertown, Pennsylvania 17813
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Gary Narehood
Glenda Sipe
Kevin Hood
Vickii Kepner
William Kepner

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Alyssa Adam
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Jim Gerhold
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Jackson Keeling
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Matt Bronson

2017 Annual Convention
June 25 – 27, 2017
Penn Stater Hotel & Conference Center
Exhibitor Registration List
as of 6/19/2017

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Brendan Doolan

School Bus Photo Contest Winners Announced!

The votes are in and we have our School Bus Photo Contest Winners! Drum roll please…

ADULT CATEGORY—FIRST PLACE: STEPHANIE NERICCIO (Deitch Buses, Inc.)

SECOND PLACE:
THOMAS NEBZYDOSKI
(Nebzydoski Busing, LLC)

THIRD PLACE:
DENILLE GIRARDAT MYERS
(Girardat LP)

CHILD CATEGORY

FIRST PLACE:
EVELYN NERICCIO
(Deitch Buses, Inc.)

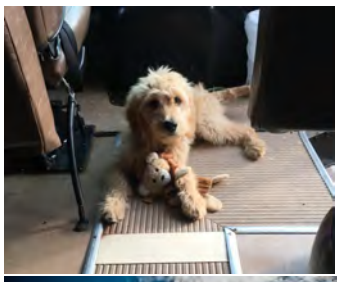
Honorable Mentions go to: Daniel Frye (Frye Transportation) & Marlonna Moore (Moore School Bus, Inc.)

These winning photos will receive cash prizes donated by our sponsors.

We would also like to extend a huge thank you to our Sponsors who made this contest possible:

Keystone
RC Kelly Law Associates
Fowler, Hirtzel, McNulty and Spaulding
Bus Parts Warehouse

CONGRATULATIONS!



Pennsylvania School Bus Association

Safely Transporting Pennsylvania's Future

2017 Annual Membership Meeting

AGENDA

Presidents 1 & 2 - The Penn Stater Hotel and Conference Center
Tuesday, June 27, 2017 - 7:45am

I. **Welcome & Call to Order** – Fred Bennett, President

II. **Committee Reports**

A. Annual Convention Committee – Michael Hope, Chair

B. Exceptional Learners Committee – Denille Girardat-Myers, Chair

C. Finance Committee – Shawn McGlinchey, Chair

D. Legislative Committee – Richard Wolfington, Jr., Chair

E. Membership Committee– Aaron Sepkowski, Chair

F. Safety Competition – Dallas Krapf, Chair

G. Safety Education/Insurance Committee – David Schrantz, Chair

H. Strategic Business Plan Committee – Warren Levy Jr., Chair

I. Executive Director – Mike Berk, Executive Director

J. Executive Committee – Fred Bennett, Chair

K. Nominating/Bylaws Committee– Larry Althouse, Chair

i. Election of At-Large Directors

ii. Proposed Bylaws Change

III. **Other Business** – Fred Bennett, President

A. Member Concerns

IV. **Announcements**

2018 Annual Convention & Trade Show: June 24, 25 & 26 – Seven Springs

V. **Adjournment**

Pennsylvania School Bus Association

Safely Transporting Pennsylvania's Future

2017 Annual Membership Meeting

Presidents 1 & 2 - The Penn Stater Hotel and Conference Center
Tuesday, June 27, 2017 - 7:45 am

At Large Directors

*** * SLATE OF CANDIDATES * ***

The following members have been nominated to serve two-year terms as At-Large Members on the PSBA Board of Directors:

NORTHWEST REGION

Denille Girardat-Myers - Girardat LP, Cochranton (Crawford County). PSBA member since 2008. Board member since 2011. PSBA Second Vice President. Chair of the Exceptional Learners Committee.

Brenda Watson – Owner, Watson, Inc., Hermitage (Mercer County). PSBA member since 1981. Board member since 2012. Member of Exceptional Learners Committee.

NORTHEAST REGION

Jay Newswanger – President, R & J Transportation, Pottsville (Schuylkill County). PSBA member since 1984. Board member since 1993. Member of Legislative and Membership Committees.

Wendy Albor – Owner, Hilfiger's Transportation, Covington (Tioga). PSBA member since 1983. Involved in the school bus industry since 1974 when her family purchased their first two buses. Certified School Bus Instructor since 1987. Participated in the Annual Convention and regional meetings.

SOUTHWEST REGION

Aaron Silverman – President, ABC Transit (Butler County). PSBA member since 1980. Board member since 2013. Member of Membership Committee.

Richard Serafin – Smith Bus Company, Blairsville (Indiana). PSBA member since 2000. Member of Exceptional Learners, Membership and Safety Education & Insurance Committees. Past member and Chair of Annual Convention Committee.

SOUTHEAST REGION

Shawn McGlinchey - Krapf Bus Companies, West Chester (Chester County). PSBA member since 2003. Board member since 2015. PSBA Secretary Treasurer. Chair of Finance Committee. Past Chair of Safety Education/Insurance Committee.

David Schrantz - Rohrer Bus Service of Duncannon (Perry County). PSBA member since 1980. Board member since 2013. Member of Finance Committee. Chair of the Safety Education/ Insurance Committee. Former Chair of Strategic Business Plan Committee.

Pennsylvania School Bus Association

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PROPOSED BYLAWS CHANGES

Below is a summary of Bylaws updates recommended by the PSBA Board of Directors. Language proposed for deletion appears in strikethrough font and language to be added appears in underlined font.

When Authority of Directors and Officers Begins *– these updates are to make it clear that a Director's or Officer's authority to act begins upon election to the position.*

"5.3 Four (4) Directors shall be elected at the annual membership meeting from each of the above Districts and their authority to act shall begin immediately upon their election to office. A Director shall be deemed "from" a District in which he resides or in which his principal place of business is located. Director elected pursuant to this paragraph shall be known as "District Directors.""

"5.4 In addition to the District Director, there shall be Directors elected on an At-Large basis, so as to ensure a balanced representation on the Board of all Association members. These Directors shall be known as "At-Large Directors" and their authority to act shall begin immediately upon their election to office."

"7.1 The executive officers of the Association shall be a President, First Vice-President, Second Vice-President, Secretary and Treasurer. These Officers shall be natural persons, of full age, who, at the time of election, are also Directors of the Association. They shall be elected at the Annual Membership Meeting by the Regular Members in good standing and shall hold office for a term of two (2) years and their authority to act shall begin immediately upon their election to office."

Annual Audit Does Not Need to be "Certified" *– Currently, PSBA's reconciled accounts are reviewed annually by an independent financial auditor who submits a "compiled" report to PSBA. The Board recommends that the additional cost to "certify" those findings according to "Generally Accepted Accounting Principles" (GAAP) need only be incurred if concerns are revealed. So, the Board recommends that the word "certified" be removed from the text of the audit requirement to make it clear that the certification requirement is optional, not mandatory.*

"9.3 The books of account and financial records of the Association shall be subjected to a certified an audit each year by an independent Certified Public Accountant."

Pennsylvania School Bus Association

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PROPOSED BYLAWS CHANGES - CONTINUED

Removal of a Director for Missing Three Consecutive Meetings is Not "Mandatory and Automatic" *– Currently, a Director who misses three consecutive meetings is automatically removed from his/her position, even if there are reasonable or unavoidable reasons for the absence. So, the Board recommends that the mandatory removal be changed to be removal by majority vote of the Board after the absent Director has had an opportunity to explain his/her absence.*

"5.14 Any Director shall can be removed from the Board of Directors automatically for missing three (3) consecutive meetings of the Board of Directors by the majority vote of the voting members of the Board of Directors at any Board of Directors meeting, provided that the absent Director has been given the opportunity to provide the Board with the reasons for the Director's absence before the motion for removal is presented for a vote."

Suspension or Removal of a Member *– Currently, there are no provisions in the Bylaws addressing enforcement of the PSBA Code of Ethics applicable to all Members. So, the Board recommends that the following additional language that provides for suspension or removal of members who do not support the goals, philosophies and programs of the PSBA.*

"3.14 Any Member can be suspended by a simple majority vote of the Executive Committee at any meeting of the Executive Committee for the Member's failure to support the goals, philosophies and programs of the Pennsylvania School Bus Association.

"3.15 Any Member's approval of membership status can be revoked by a simple majority vote of the Board of Directors due to the Member's failure to support the goals, philosophies and programs of the Pennsylvania School Bus Association, provided that the Member has been given the opportunity to address the Board before the motion for removal is presented for a confidential vote of the Board of Directors."

Transfer of Unexpired Annual Membership to Subsequent Owner - *Currently, Membership in the Association is not transferable or assignable, even if a Member sells their business to a family member or long term employee in an asset transaction. So, the Board recommends the addition of language that permits transfer of Membership by majority vote of the Board.*

"3.13 Membership in the Association is not transferable or assignable, except to a successor owner of a Member entity upon recommendation of the Executive Committee to the Board and a simple majority vote of the Board of Directors."

PSBA

Pennsylvania School Bus Association

Safely Transporting Pennsylvania's Future

There is a new **Grant** coming to town!

Find out more at the Annual Banquet!

KEYSTONE®

Pennsylvania School Bus Association

Safely Transporting Pennsylvania's Future

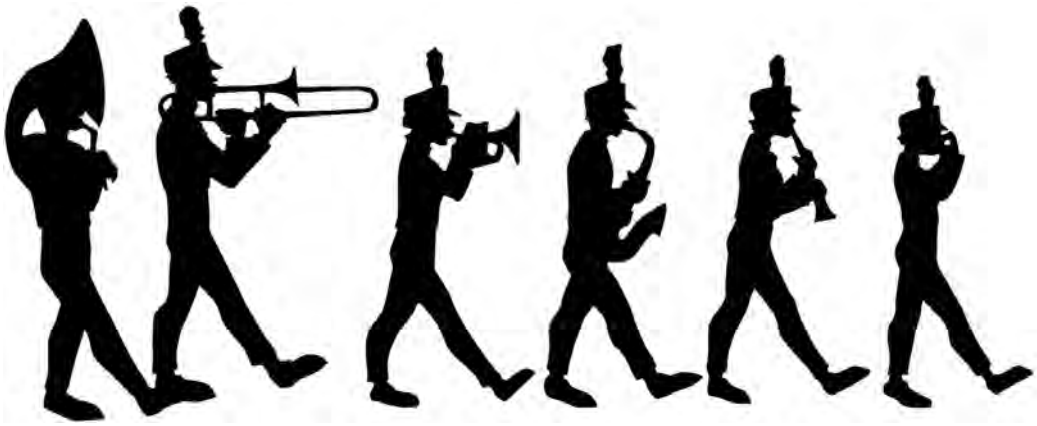
Is honored to welcome our 2017 Annual Convention Keynote Speaker:

Patrick Mulick - Light it Up!

Patrick Mulick, BCBA, NBCT

Patrick is a National Board Certified Teacher, a Board Certified Behavior Analyst, and a certified speaker, trainer, and coach with the John Maxwell Team. Originally from the humble town of Boring, Oregon, Patrick earned his undergrad and masters in special education and behavior analysis from Gonzaga University. While spending seven years educating students with disabilities, from pre-school to high school, Patrick developed a particular love for working with students with Autism and behavioral challenges.

Today he works as an educational consultant and as the Autism Coordinator of the Auburn School District in Washington State. Patrick believes that in order for students to have access to a meaningful education all whom they encounter must be provided access themselves to ongoing supports right where they are at: on the front lines of education. Patrick has committed his work to lighting it up for all those who work with special needs learners through a hybrid of instruction and inspiration. His resources and strategies have helped make the complex simple, equipping teachers, administrators, therapists, para-educators, and bus drivers alike.



Keynote - "Light it Up!"

The passion and precision of one can effect change on the masses, and so it is YOU who can effect change within your team. Are you ready to be that person? Maximize your environmental impact by creating a home field advantage in which your colleagues and students can win! All bus drivers play an integral role in supporting our students' success, bringing new meaning to how we "positively reinforce" each other. Set your visual schedule to laugh, cry, excite, and learn in Patrick's dynamic proclamation for all who support kids to light it up! Through inspiring stories, engaging team building activities, and memorable metaphors, Patrick brings the idea of "being extraordinary" on home for transportation staff.

Notes:

Patrick is a National Board Certified Teacher, a Board Certified Behavior Analyst, and a certified speaker, trainer, and coach with the John Maxwell Team. Originally from the humble town of Boring, Oregon, Patrick earned his undergrad and masters in special education and behavior analysis from Gonzaga University. While spending seven years educating students with disabilities, from pre-school to high school, Patrick developed a particular love for working with students with Autism and behavioral challenges.

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PSBA
Pennsylvania School Bus Association
Safely Transporting Pennsylvania's Future

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NJ BRANCH: 1.800.328.7636
PARTS WAREHOUSE: 1.800.662.2435
WESTERN PA WAREHOUSE: 1.844.WBC-PART
www.WOLFINGTON.com

Happy Boss - Happy Business

Notes:

Stephanie is a two-time Art School Drop Out, with several years' experience as a Graphic Designer at a little firm outside of Hartford, CT. She designed for many major companies some of which included Lowes, Sprint, Hartford Hospital and Aztec Lighting. She is an accomplished artist with her works being published in magazines and books. She left her design job to follow her interest in Meditation and Crystals, she taught classes on the subject in New England for many years before relocating back to PA. Returning to the Bus Industry in 2007, she quickly got up to speed on the ins and outs of day to day life. In 2015 she and her husband purchased Deitch Buses, Inc. from her grandmother and continue to run it while she completed the 200-hour Yoga Certification in Pranakriya Yoga. She lives in Newville, Pa with her husband, daughter, rescue dog, 2 jerk goats and 1 sheep, where she is an avid thrift store shopper. When not cursing at the computer about bus routes or payroll, she can be found binge watching Gilmore Girls, stand-up paddle boarding or cos-playing her favorite Sci-fi character.

Happy Boss – Happy Business

1 hr.

5 minute opening meditation – mindfulness practice

Welcome – introduce – explanation of next 55mins

- Who am I and why I'm someone to listen to
- What is mindfulness
- Why self-care is important
- What happens when you start using the tools

Tool 1 – Vision Boards – Goal Setting

- Pictures to Reality
- Why it works
- How to do it
- Alternatives that work too

Tool 2 – The one thing you can't make is Time – Get it back!

- Create rituals/ routines for AM & PM
    - Tips and Tricks
- Make less little decisions so your mind make better BIG decisions
    - Tips & Tricks
- Value in services
    - Tips & Tricks
- Build a Great team – and I don't mean your staff
    - Tips & Tricks

Tool 3 – Power Hour – How to be more productive

- Seated Motion
- Un-interrupted work

Final Thoughts and Mantra for Convention

Before The Crash…

Kathy Strotmeyer
PA American Academy of Pediatrics
Traffic Injury Prevention Project TIPP
Pittsburgh, PA
412.885.0266
kstrotmeyer@paaap.org

Today's Objective…

- Understand each other's goals at the scene of a school bus crash.
- Increase levels of communication.
- Identify areas of cooperation to enhance effectiveness

EMS Roles & Goals

- Provide patient care
- Medically fragile students
- Locate patients – accountability
- Organize the scene
- Remove patients from scene

Transportation Roles & Goals

- Identification of students
- Facilitate safety of students
- Collect crash data
- Cooperate with all emergency responders

Accountability

- Rosters
- Attendance
- Tracking

Rosters

- Name of student
- Parent Contact information
- Pertinent medical history (disabilities, allergies etc.)
- FERPA allows this information to be shared with school bus contractors
- Privacy laws are voided during a Mass Casualty Incident-providing medical information on scene is NOT a HIPAA violation

Attendance

- Who is on the bus that day? Roster?
- Who is on the bus at the time? Daily and "walking wounded"
- Attendance information at school accessible?
- Numbers on bus when all else fails...conscious and alert driver.

Pre-Planning

- Definitions
- Command
- Information Management
- Logistics
- Communications

Definition of Pre-Planning

Preparation made by emergency service personnel for handling a specific incident which has not occurred so those personnel can do an intelligent and effective job in an organized manner

Preplanning is crucial:

- In an actual incident, size up may be difficult
  - Accessibility may be poor - multiple vehicles
  - Smoke or vapor cloud may obstruct vision

Preplanning is crucial:

- Decisions must be made under many difficult situations
  - Decisions made within a limited time
  - Decisions made under duress due to possible impending severity of the incident

Preplanning is crucial:

- Preplans must be practiced and reviewed
  - Changes can be made
  - Personnel can become familiar with the plan

School Bus Pre-Planning

- Medical information in the hands of the bus personnel.
- Training
  - Equipment
  - Emergency evacuations
  - Lifts & carries
  - Students
- Crash procedures

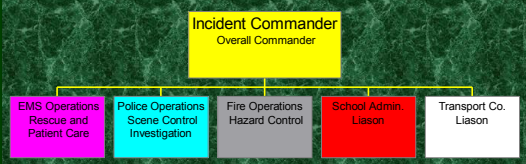
Steps to Pre-Planning…

1. Who should attend?
   - Police, EMS, Fire, Schools etc.
2. What are goals of each at the scene?
   - Expectations, assumptions?
3. Logistical concerns…
   - Where do parents report-who notifies parents
   - Where will children be taken…etc
   - Who handles the media, social media and alerts?
4. Role of Liaison…
5. Communicate and compromise when possible…

Command

- Unified Command
  - School, Transportation Contractor, Police, EMS, Fire…
- EMS commands until patients removed, law enforcement commands during investigation

Unified Command



Unified Command

- Multiple rescue / EMS companies
- Fire Departments
- Police agencies
- NHTSA, NTSB
- DER, EPA
- Haz Mat Teams
- PEMA, Local EMA
- Local Government
- DPW

Role of Transporters in Unified Command

- Verification and transfer of student information.
- Student custody/tracking.
  - Custody Vs. Care
- Establish information center for parent and school connection. – Red Cross
- Data collection for future liabilities.

Incident Commander

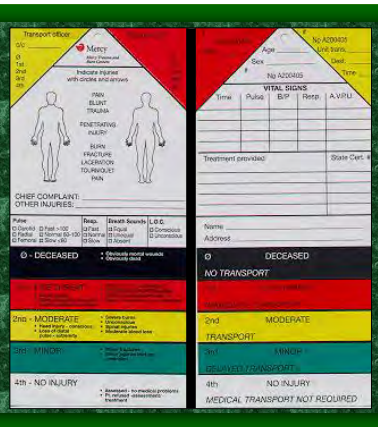
- Assess overall incident
- Assigns appropriate EMS roles
- Requests additional resources
- Work with other agencies

Triage Officer

- Establish Triage area
- Assign EMS personnel to triage and tag pt's
- Ensure all pt's are seen and triaged
- Assist transportation officer

TRIAGE TAGS

- Red
- Yellow
- Green
- White
- Black



Treatment Officer

- Establish patient collection/treatment areas
- Re-triage patient's as necessary
- Notify transport officer of patient's who are ready for transport

Transportation Officer

- Obtains status from local hospitals
- Assists with choosing staging area
- Assigns patient's to transport vehicle
- Records number of patient's and transport times and location

Staging Officer

- Keeps track of apparatus and personnel in staging area
- Send needed unit or personnel to area requesting them
- Sets up an equipment staging area

Extrication Officer

- Works with triage to extricate priority patient's first
- Works with fire department personnel for hazard mitigation
- Extricates patient's in a timely/safe manner

Other UC Functions

- Logistics
- Finance
- Liaison
- Planning
- Safety
- Information
- Communications

Logistics

- Additional vehicles/school buses to transport non-injured or ambulatory injured patients "walking wounded"
- School District policy regarding uninjured student release
- Access & egress to and from scene

Communication

- Students with cell phones
- Social media
- School or contractor and EMS personnel
- Parents with cell phones
- Media – practice drill
- Identify Decision Makers
- Crash Site Liaison

Information Management

- Public Information Officer
- Located away from scene if possible
- Parent communications/ phone alerts
- Student Tracking information
- Parent/Guardian verifications & releases

Family on the Scene

- Family and friends on scene
- Calms students?
- Try and utilize the media/parent alerts to have parents go to a different location for information
- Who controls the family members?

Bystanders

- Bystanders with cell phones with cameras
- Bystander's safety
- Patient confidentiality and modesty
- In an uncontrolled public setting privacy is sometimes difficult
- Remember: Some are truly trying to help

Training

- Practice drill – mock disaster
- Review & Modification of preplan
- Personnel become familiar with plan and student disabilities
- Understand roles involved – theirs and others

School Bus Personnel Training

- Classroom student training
- Bus drills with students including yearly evacuations *especially* for special needs students
- Special Needs and pre-school runs
- Scenario training with drivers and aides
- MCI events
- Rodeo training
- Crash Procedures: PennDOT/local

School Bus Access

- Doors
- Emergency Doors
- Side or rear Windows
- Windshield
- Roof access
- Sides
- Floors

Bus Crash Injuries

- Deceleration type injuries
- There may be no seat belts
- School Bus seats are designed to be crash worthy

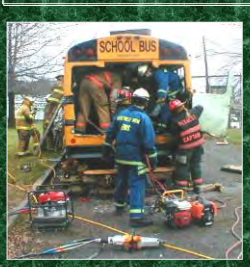
Extrication of Patients

- Difficult to extricate: patient fears
- Wheelchairs, Child Safety Seats
- Runners
- Behavior issues

Flow of Patient Traffic

- Tunneling/crawling into patients if possible
- Doors - front may have to be removed to fit backboards for patient extrication
- Enlarge doors
- Enlarge windows
- Side wall openings
- Roof openings

Widening the Rear Door



Removing Side Windows

Side Openings

Removal of Patients

- You've done your homework.
- You've carefully thought out all the angles.
- It comes naturally to you.
- You know what you're doing, its what you've been trained to do.
- Nothing could possibly go wrong, right ?

WRONG….

Summary & Questions

Thank You!

Contact: Kathy Strotmeyer:

kstrotmeyer@paaap.org

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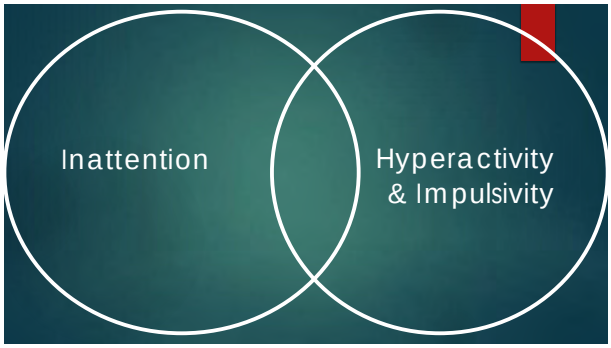
Keeping up with Students with ADHD on the Bus

PATRICK MULICK BCBA NBCT

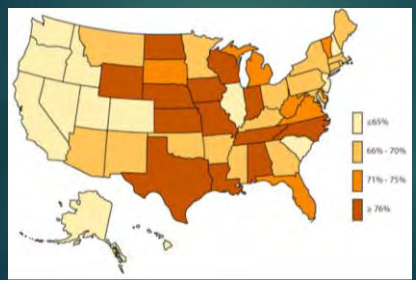
WWW.PATRICKMULICK.COM



The Numbers

- DSM-V
  - 5% of children
- CDC Survey's
  - 11% of children
  - 13.2% in boys
  - 5.6% in girls
  - 5.6% in Nevada while 18.7% in Kentucky

Children with ADHD receiving Medication



Inattention

- Six or more symptoms of inattention for children up to age 16
- Five or more for adolescents 17 and older and adults
- Symptoms of inattention have been present for at least 6 months
- They are inappropriate for developmental level

Inattention Symptoms

- Often fails to give close attention to details or makes careless mistakes in schoolwork, at work, or with other activities.
- Often has trouble holding attention on tasks or play activities.
- Often does not seem to listen when spoken to directly.
- Often does not follow through on instructions and fails to finish schoolwork, chores, or duties in the workplace (e.g., loses focus, side-tracked).
- Often has trouble organizing tasks and activities.
- Often avoids, dislikes, or is reluctant to do tasks that require mental effort over a long period of time (such as schoolwork or homework).
- Often loses things necessary for tasks and activities (e.g. school materials, pencils, books, tools, wallets, keys, paperwork, eyeglasses, mobile telephones).
- Is often easily distracted
- Is often forgetful in daily activities.

Hyperactivity and Impulsivity

- Six or more symptoms of hyperactivity-impulsivity for children up to age 16
- Five or more for adolescents 17 and older and adults
- Symptoms of hyperactivity-impulsivity have been present for at least 6 months
- Inappropriate **for the person's developmental level**

Hyperactivity and Impulsivity Symptoms

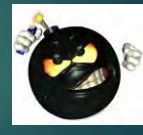
- Often fidgets with or taps hands or feet, or squirms in seat.
- Often leaves seat in situations when remaining seated is expected.
- Often runs about or climbs in situations where it is not appropriate (adolescents or adults may be limited to feeling restless).
- Often unable to play or take part in leisure activities quietly.
- Is often "on the go" acting as if "driven by a motor".
- Often talks excessively.
- Often blurts out an answer before a question has been completed.
- Often has trouble waiting his/her turn.
- Often interrupts or intrudes on others (e.g., butts into conversations or games)

Inattention

- Attends to *everything* in the environment, causing the student to quickly loose focus or go into an overwhelmed fog.
- Can be more successful when task at hand is fast paced, of high interest, humorous, and/or high structured.
  - May be able to focus on video games for hours but not whole group instruction

Impulsivity

- Acting before thinking
  - Blurting
  - Taking
  - Shoving
  - Working before hearing all of the instructions
  - Short Fused



Hyperactivity Description

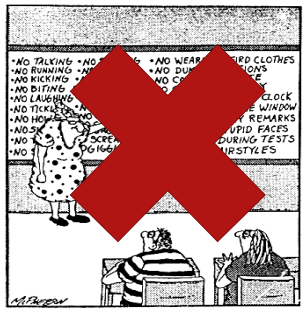
- Constant Movement/Stimulation
  - Fidgeting
  - Walking
  - Humming
  - Talking

Medication Side Effects

- Heart Problems
- Chest Pain
- Liver Problems
- Headaches
- Poor Sleep
- Stomach Pain
- Low appetite

1. Clearly Posted and Understood Expectations

- Positively Stated
- Realistic in Number
- Clearly Posted
- Reviewed



Mrs. Mutner liked to go over a few of her rules on the first day of school.

2. Minimize Distractions

- Avoid sitting in the back half of the bus
- Avoid sitting next to challenging student
- Allow hoodie/hat
- Encourage music or appropriate phone use

3. Direct Their Attention

An Engaged Mind Forgets to Misbehave

3. Be Smart with Consequences

Reinforcement

Punishment

When Expressing Student Behavioral Expectations

www.patrickmulick.com

Lack of Understanding	+	Skills	+	Motivation	=	Unsuccessful Learner
Understanding	+	Lack of Skills	+	Motivation	=	
Understanding	+	Skills	+	Lack of Motivation	=	
Understanding	+	Skills	+	Motivation	=	Equipped Learner

- "If a child has been prepared by learning an appropriate way to get what she wants but chooses an inappropriate behavior, then I am firm and possibly impose a consequence. If a child does not know how to handle a situation and is becoming upset, I usually choose to be accommodating."

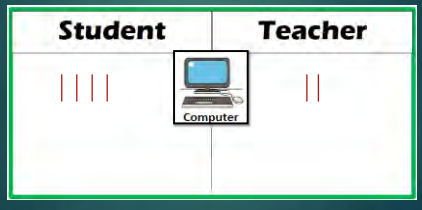
  -Jed Baker

- Can not vs. Will not

Questions to Consider for Reinforcement

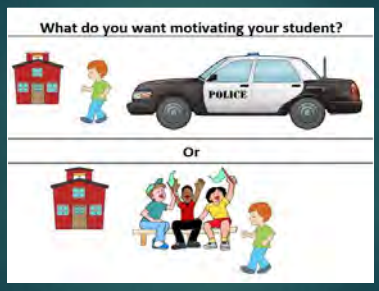
- How long/how much/how difficult is the task/desired behavior?
  - How much time between the completion of the task/desired behavior and the delivery of the reinforcement?
  - How long/how much/how great is the reinforcer?
  - Does the individual have access to that reinforcer during other times of the day?

Good Behavior Game

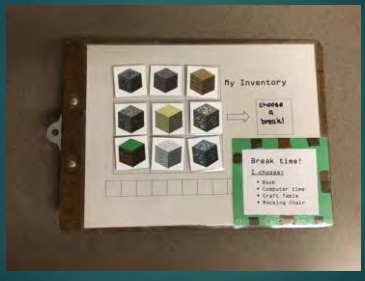


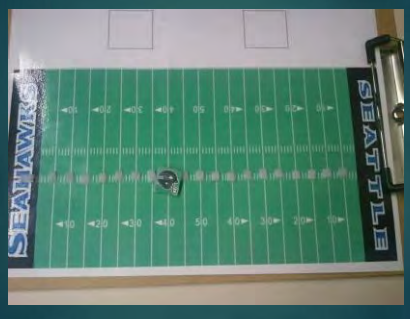
Good Thinking When Considering Punishment

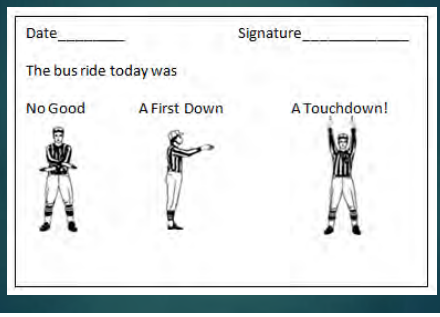
Bad Thinking When Considering Punishment



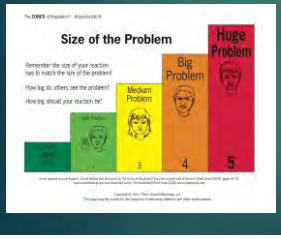
4. Incorporate Interests if Possible







5. Team with Your School on What Is Already Being Used



6. Never Give Up

Thank You!

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3 Points

- Safety
- Extending Tire Mileage
- Maximizing Fuel Economy

Steel Wheel Refinishing

- Safety first
- Current issues
  - Corrosion caused by road salts
  - Primer as a solution
- Request a 3 stage inspection process
- Potential issues
  - Excessive pitting
  - Powder selection

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What Is MILCURE?
EXPECT:
REQUIRE:
EXPECT:
REQUIRE:
EXPECT:
REQUIRE:
DO YOUR WHEELS GO THROUGH THIS PROCESS?

PRE-BLAST
OUT OF SERVICE
WHEEL CONDITIONS
MILCURE
CORROSION OR WEAR.
CRACKS.
BURRS.
WORN OR DISTORTED BOLT HOLES.
RUST FLANGES.
ALL OUT OF SERVICE WHEELS MUST BE REMOVED AND SCRAPPED.

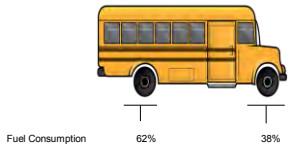
POST-BLAST
OUT OF SERVICE
WHEEL CONDITIONS
MILCURE
CRACKS.
DAMAGED OR DISTORTED WHEEL FLANGE.
DISTORTED BOLT HOLES.
DEEP CREVICE.
WORN MOUNTING FACE.
WELD SEAM DEGRADATION.
EXCESSIVE CORROSION & DEEP PITTING.
TIRE MOUNTING AREA.
ALL OUT OF SERVICE WHEELS MUST BE REMOVED AND SCRAPPED.

Ways to Extend Tire Mileage

- Load inflation table for optimal PSI
- All wheel position balance
- Steer tire rotation
- Identify common wear issues early

Maximizing Fuel Economy

Fuel Consumption



Questions

Thank You

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Your feedback matters!

He Said What!?!...

Understanding the Middle School Mind for a Smoother Ride

Alex Smith
Jesse White

Examples of ridiculous statements from middle school students....

"I just want to pass so I can keep my phone."

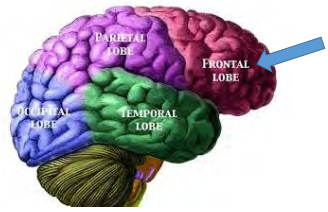
"Adultery? Is that like a grown up tree? You know an ADULT-TREE."

"Do we really have to move out of our parents' house someday?"

Kid 1: Does it suck to have diabetes?
Kid 2: Yeah, you have to check your blood all the time and you can't eat anything good.
Kid 1: What about, like, donuts?
Kid 2: NO! That's what got me here in the first place!

One day in class a girl motioned me over and whispered that she found something in the hall that shouldn't be there. After asking her a few times what it was, she finally told me that it was a condom. When I asked her to find it and show it to me, she handed me this:

Breaking Down the Cerebral Cortex



Some of the biggest changes occur in this region during adolescence...

The frontal lobe is responsible for:

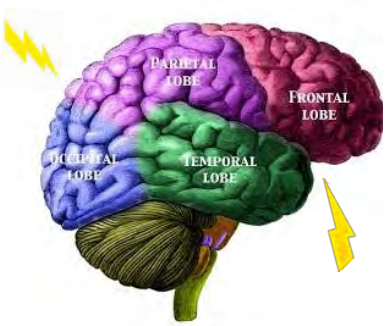
- Setting goals
- Planning
- Decision making
- Impulse control
- Abstract thinking

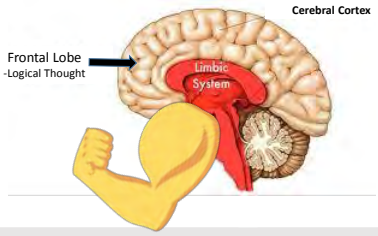
The Middle School Mind

- Middle school corresponds with the beginning of adolescence
- Adolescence: transitional stage of physical and psychological development that occurs during the onset of puberty to early adulthood
  - Girls- average age of onset of puberty is 11
  - Boys- average age of onset of puberty is 12
- After infancy...the brain's most dramatic growth spurt occurs during adolescence

So what's developing?

- Grey matter or the "housing centers of the brain" is growing in size
- Meanwhile, white matter (i.e., roadways of the brain)that connects grey matter is building new connections and destroying old, inefficient ones.
- The frontal lobe is slowly starting to develop as well...





The Limbic System or the "Emotional Seat of the Brain" often over-influences an adolescent...why?

Meanwhile...

The frontal lobe, while developing, is still weak during early stages of adolescence and has trouble taking full control of the emotional part of brain.

As a result...

- A middle schooler is gaining new thinking skills...but can be easily influenced by intense, emotional states such as aggression, fear, lack of fear, or excitement.
- They are also more prone to do what's immediately satisfying instead of considering long-term consequences of their actions...the "daredevil brain" example.
- http://www.cbsnews.com/news/whats-wrong-with-the-teen-brain/
- Fortunately, over the course of adolescence, the frontal cortex obtains more and more control over the limbic system.

Other outcomes of developing frontal lobe in middle school students:

- As abstract thinking abilities develop in the frontal lobe, middle schoolers are more capable of seeing themselves in the eyes of others...
  - This results in increased need of social acceptance, especially as rapid physical changes occur...they have a tendency of not wanting to stand out.
  - This leads to increased susceptibility to peer pressure as well.
  - Since the frontal lobe is not fully developed, they have a more difficult time evaluating the long-term consequences of their decisions, which may lead to more risk-taking behaviors, especially in groups.
  - Since peer relationships are so important, correcting middle schoolers in front of peers often elicits feelings of HUMILIATION and SOCIAL EMBARRASMENT...

Other outcomes of developing frontal lobe in middle school students:

- Rule testing and moral questioning is another result of improved independent decision making faculties.
- Middle school students may no longer automatically follow rules set by authority figures...instead they may question or deliberately disobey them.
- Therefore, it is important to explain the reasoning behind set rules.

What's with all the sleep?

- Biological sleep patterns shift toward later times for both sleeping and waking during adolescence --- meaning it is natural to not be able to fall asleep before 11:00 pm.
  - Does this natural pattern align with most middle school operating hours?
- Teens need about 8 to 10 hours of sleep each night to function best. Most teens do not get enough sleep — one study found that only 15% reported sleeping 8 1/2 hours on school nights.
- Teens tend to have irregular sleep patterns across the week — they typically stay up late and sleep in late during weekends, which can affect their biological clocks and hurt the quality of their sleep.

-National Sleep Foundation

Consequences of Lack of Sleep

- Increased difficulties regulating emotion
- Difficulties concentrating
- Impaired on-the-spot decision making
- Slower processing time
- Forgetfulness

So what strategies can you use based on these neurological factors of the adolescent brain?

Proactive Steps
Before the first bus ride if possible

- Seating chart
  - Structure
  - Could be changed later if they show they can handle it – give autonomy
  - Ages apart from each other
- Ground rules with input from students – increase buy in
  - Discussion so students understand
  - Opportunity to feedback
  - Rules are for safety – relevance of rules – they won't see why this is a safety issue

Proactive Steps
Ongoing

- Relationships
  - Divide and conquer
  - Greeting students
  - Knowing things about students (teams/interests)
    - Clues – what they are wearing – what they are listening to
  - Not a friend but someone they respect
    - You are showing the students respect so they are more likely to reciprocate
      - Don't give up since they don't seem to appreciate
- Positive Peer Pressure

What to do after poor behavioral choices

- Acknowledge good behavior from other students
- Follow school district rules and protocol
- Do what is needed to keep students safe
  - Try to state general rules instead of focusing on one student
  - You may need to call a student out individually, follow up with conversations
- Smaller issues
  - Those can have a huge impact with less serious interventions
- Individual conversations when possible...remember, divide and conquer
  - If you need to say something to a student in front of the other students talk to them individually afterward
  - One bad social embarrassment will make it a bad environment for the rest of the year – more likely poor behaviors will be repeated
  - If the students are continuing to act inappropriately get administration involved

What to do after poor behavioral choices

- Focus on behavior, not the student
  - Don't make it seem personal when redirecting
    - When writing referrals
    - When talking with students
- When correcting unwanted behavior, be aware if student is overly emotional to avoid long lectures.
  - Overly emotional students are not cognitively available (i.e., the emotional part of brain is winning) to process reasons why.
  - Instead, provide a cool down period so that their frontal lobes can be properly activated

Summary

- A middle schooler's brain is competing against itself in an epic battle between the developing frontal lobe and the initially overactive emotional part of the brain. This may lead to erratic behavior, unforeseen emotional outbursts, and risk-taking behaviors, especially when in groups...do you ever drive a bus that seats 1 child?
- Proactive and behavioral strategies that considers their brain functioning:
  - Establish a relationship with each student as early as possible
  - Pinpoint students who are leaders and personally ask them to remind other students of safe behaviors (e.g., positive peer pressure)
- Use consequence strategies that focus on behavior and utilize school personnel for individual plans for ongoing behaviors

Controlling the School Bus Environment

Inappropriate behavior on the school bus can be dangerous and has become more common in the news and internet media in recently. Managing how drivers and aids respond to incidents can be a challenge for contractors since parents and school administrators have different concerns and legal obligations than do the contractor. Join Rich Kelly, Esq. in a discussion regarding legal considerations and potential pitfalls when working to control the school bus environment.

Notes:

RC KELLY
LAW ASSOCIATES, LLC

Rich Kelly is the founding member of RC Kelly Law Associates with a practice focused on helping commercial operations grow and improve. He developed the firm's Business Counsel Program and Contract Administration Program in response to the unique needs of the small and growing businesses he encountered through working with insurance agents and their commercial policyholders. Rich gained a thorough understanding of business organizations while working in legal, technical, management, and executive roles for small businesses and large corporations and as Vice President in charge of Risk Management for a major regional insurer.

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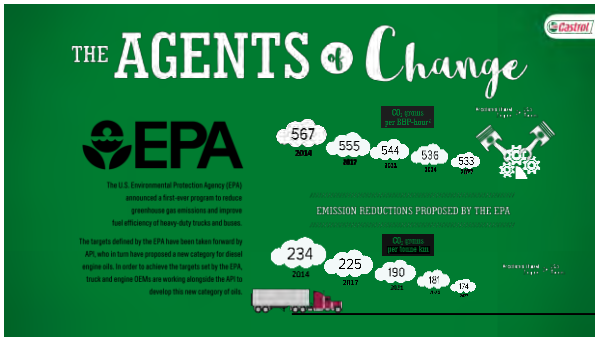
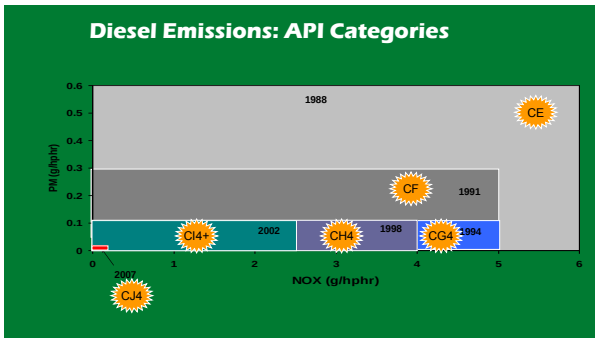
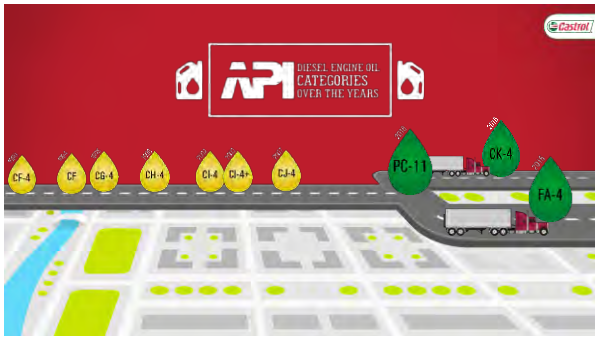
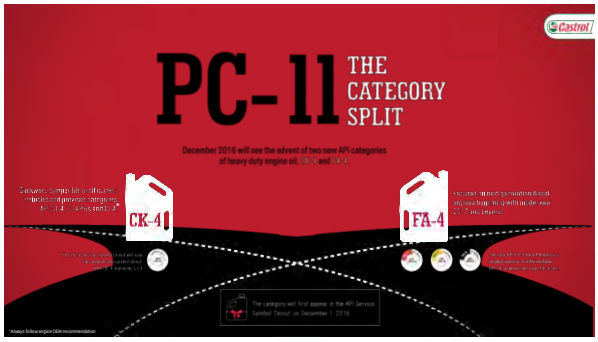
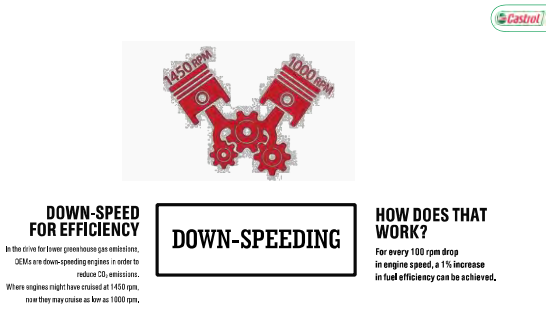
Castrol
Presented By:
Drew Nagle
Field Engineer
PC-11
IS HERE

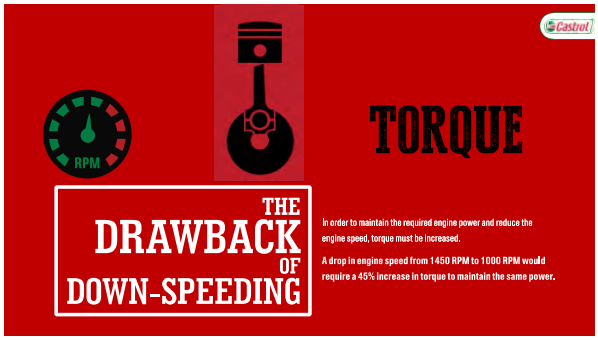

THE AGENTS of Change
Castrol
EPA
The U.S. Environmental Protection Agency (EPA) announced a first-ever program to reduce greenhouse gas emissions and improve fuel efficiency of heavy-duty trucks and buses.
The targets defined by the EPA have been taken forward by API, who in turn have proposed a new category for diesel engine-oils. In order to achieve the targets set by the EPA, truck and engine OEMs are working alongside the API to develop this new category of oils.
567
2014
555
544
536
533
EMISSION REDUCTIONS PROPOSED BY THE EPA
234
2014
225
190
2021
18%
14%

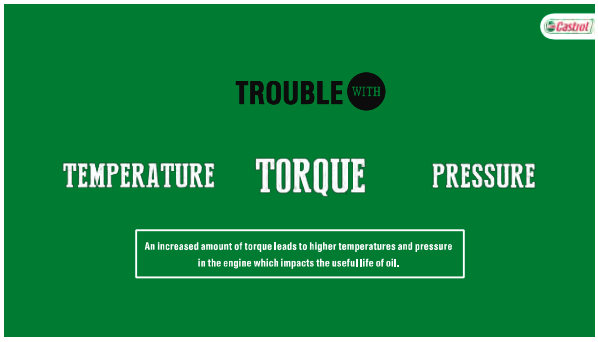

Diesel Emissions: API Categories
PM (g/hphr)
NOX (g/hphr)
0.6
0.5
0.4
0.3
0.2
0.1
0
0
1
2
3
4
5
6
1988
CE
CF
1991
CI4+
2002
CH4
1998
CG4
1994
2007
CJ4


Castrol
API
DIESEL ENGINE OIL
CATEGORIES
OVER THE YEARS
CF-4
CF
CG-4
CH-4
CI-4
CI-4+
CJ-4
PC-11
CK-4
FA-4

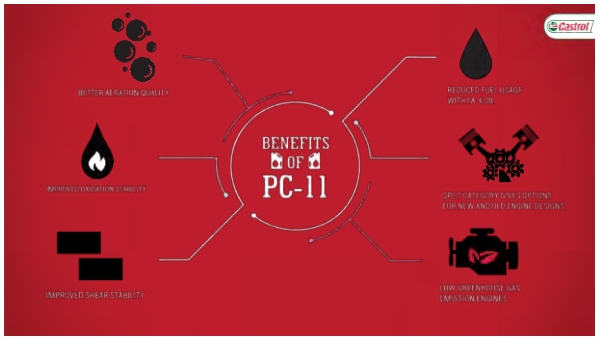

Castrol
PC-11
THE
CATEGORY
SPLIT
December 2016 will see the advent of two new API categories
CK-4
FA-4

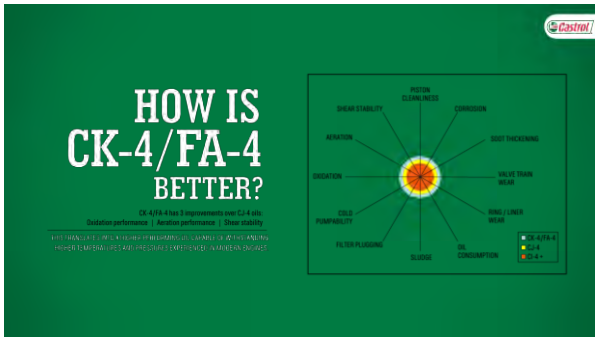

Castrol
1450 RPM
1000 RPM
DOWN-SPEED
FOR EFFICIENCY
In the drive for lower greenhouse gas emissions,
OEMs are down-speeding engines in order to
reduce CO_2 emissions.
Where engines might have cruised at 1450 rpm,
now they may cruise as low as 1000 rpm.
DOWN-SPEEDING
HOW DOES THAT
WORK?
For every 100 rpm drop
in engine speed, a 1% increase
in fuel efficiency can be achieved.

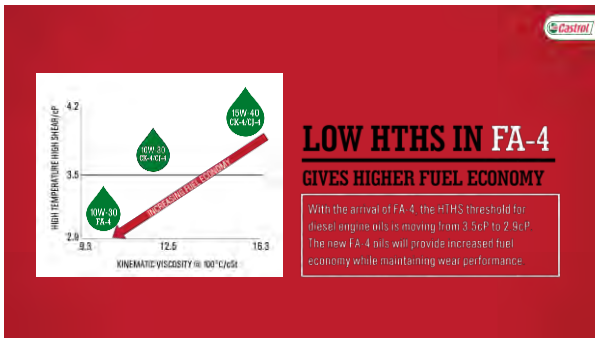

Castrol
RPM
TORQUE
THE DRAWBACK OF DOWN-SPEEDING
In order to maintain the required engine power and reduce the engine speed, torque must be increased.
A drop in engine speed from 1450 RPM to 1000 RPM would require a 45% increase in torque to maintain the same power.


Castrol
TROUBLE WITH
TEMPERATURE
TORQUE
PRESSURE
An increased amount of torque leads to higher temperatures and pressure in the engine which impacts the useful life of oil.

Castrol
TORQUE
AND
OIL LIFE
Increased temperatures and pressure puts stress on the oil, pushing it closer to breakdown.
TEMPERATURE:
Higher temperatures lead to oil oxidation; oxidation can cause the oil to thicken thereby reducing efficiency and flow and shortening its useful life.
PRESSURE:
The high pressures of modern engines can create high shear forces between moving parts. This shearing effect can lead to viscosity decrease. Excessive viscosity loss will result in the oil hitting the condemning limits for viscosity during used oil analysis checks, thereby reducing the oil's useful life.
Castrol VECTON With SYSTEM PRO TECHNOLOGY™ adapts to pressure and shear forces to prevent viscosity loss and extend oil life.


Castrol
BENEFITS OF PC-11
BETTER AERATION QUALITY
IMPROVED OXIDATION STABILITY
IMPROVED SHEAR STABILITY
REDUCED FOR USAGE WITH A LOTS
SPLIT CATEGORY DIVISIONS FOR NEW AND OLD ENGINE DESIGNS
LOW UNBURNED GAS EMISSION ENGINES


Castrol
HOW IS CK-4/FA-4 BETTER?
CK-4/FA-4 has 3 improvements over CJ-4 oils:
Oxidation performance | Aeration performance | Shear stability
PISTON CLEANLINESS
SHEAR STABILITY
CORROSION
AERATION
SOOT THICKENING
OXIDATION
VALVE TRAIN WEAR
COLD PUMPABILITY
RING / LINER WEAR
FILTER PLUGGING
SLUDGE
OIL CONSUMPTION
CK-4/FA-4
CJ-4
4+


Castrol
HIGH TEMPERATURE HIGH SHEAR / cP
4.2
3.5
2.9
9.3
12.5
16.3
KINEMATIC VISCOSITY @ 100°C/cSt
15W-40 CK-4/CJ-4
10W-30 CK-4/CJ-4
10W-30 FA-4
INCREASING FUEL ECONOMY
LOW HTHS IN FA-4
GIVES HIGHER FUEL ECONOMY
With the arrival of FA-4, the HTHS threshold for diesel engine oils is moving from 3.5cP to 2.9cP. The new FA-4 oils will provide increased fuel economy while maintaining wear performance.

Can CK-4 & FA-4 Oils Be Used In Off-Road Equipment?

- **CK-4 Oils:** Absolutely
  - CK-4 is an improvement over CJ-4 oils and offers additional performance benefits as well as potential for extended oil drains
  - Always follow the oil type and viscosity grade recommended by the engine OEM
- **FA-4 Oils:** Potentially…but not soon
  - FA-4 oils are designed primarily for on-road applications aimed at fuel economy improvements
  - Fuel economy benefits immeasurable in off-road applications
  - FA-4 oils will not be a focus for off-road applications

Latest OEM Guidance

- CK-4 backward compatible in all legacy engines
- FA-4 only approved for IX-15 at this time
- CJ-4 oils will be allowed in 2017 engines
- Provisions for additional 10k mile drain extension

- CK-4 backward compatible in all legacy engines
- FA-4 approved in 2017 MY engines
- FA-4 approved in EPA compliant 2010 & 2013 engines

- CK-4 backward compatible in all legacy engines
- Does not endorse FA-4 oils at this time
- Provisions for additional 10k – 15k mile drain extension

- Currently not endorsing CK-4 oils due to inadequate wear protection in 6.7L Ford engines
- Evaluating CK-4 performance in low P formulations
- Currently not endorsing FA-4
- Releasing Ford WSS-M2C171-F1 spec for approved oils; Castrol Vecton 15W-40 currently approved; CRB Multi 15W-40 is expected to be approved in the near future

- CK-4 oils approved for all engines
- No commitment on FA-4 oils for 2017 engines

- Most Navistar equipment powered by Cummins will defer to Cummins recommendations
- CK-4 approved for all Navistar N13 model engines
- FA-4 approved for 2017 engines only
- Navistar to factory fill with CK-4 10W-30 oils

Customers should always consult with their dealer and/or OEM before making an oil selection

CJ-4 & FA-4: What Is The Impact?

- Most oil companies will transition to CK-4 and FA-4 by Q1 2017
- CJ-4 oils will have limited availability
- Expect a slow adoption of FA-4 oils, primarily by long haul fleets (fuel economy benefit)
- FA-4 oils should not be used in off-road equipment at this time
- CK-4 performance improvements may allow oil drain extensions
- Engine OEMs are only required to meet CO_2 limits; how they get there is up to them

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INCREASING DRIVER ENGAGEMENT – THE KEY TO IMPROVING DRIVER RETENTION AND ORGANIZATIONAL PERFORMANCE

Chris Boguslaw, M. Ed.
cboguslaw@gmail.com

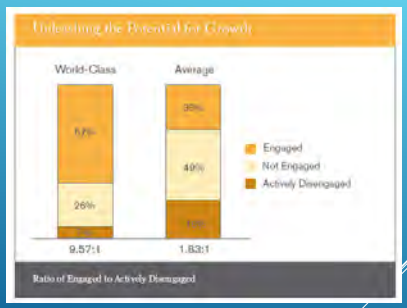
EMPLOYEE ENGAGEMENT - GALLUP

The Three Types of Employees

1	**ENGAGED** employees work with passion and feel a profound connection to their company. They drive innovation and move the organization forward.
2	**NOT-ENGAGED** employees are essentially "checked out." They're sleepwalking through their workday, putting time -- but not energy or passion -- into their work.
3	**ACTIVELY DISENGAGED** employees aren't just unhappy at work; they're busy acting out their unhappiness. Every day, these workers undermine what their engaged coworkers accomplish.

http://www.gallup.com/businessjournal/166667/five-ways-improve-employee-engagement.aspx

EMPLOYEE ENGAGEMENT - GALLUP



https://www.questionpro.com/blog/do-engaged-employees-make-profitable-companies/

GALLUP ORGANIZATION FINDING

Number 1 reason people leave **jobs is that they don't like, get** along with, or feel acknowledged by their managers.

Source: *First, Break All the Rules* by Buckingham and Coffman, 1999, Simon & Schuster

EMPLOYEE ENGAGEMENT RULE #1: **"UNDERSTANDING WHAT MAKES US HAPPY"**

- **Radiate "Happiness"** - Be positive (Focus on what you can control)
- Exercise – Focus on regular exercise
- Accept Failure – Learn from mistakes and move on
- Power of Positive Thinking
- Manage Work Relationships
- Be Generous

EMPLOYEE ENGAGEMENT RULE #2: **"EMPLOYEE RECOGNITION AND FEEDBACK"**

- Regular and Frequent Feedback– Releases dopamine – Praise is biological! Like dopamine, it wears off quickly, comes and goes, but we always want it so provide praise regularly
  - Timely Feedback
  - Listen more than you speak
  - **Converse don't preach**

EMPLOYEE ENGAGEMENT RULE #3:
"ADOPT A HEALTHY LIFESTYLE"

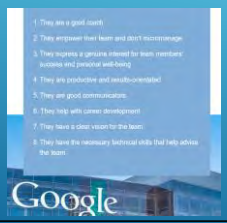
Benefits of a healthy lifestyle - Lower absenteeism, higher energy levels, increased engagement, all add **up to more productivity…**

- Three pillars of health:
  - Eating Healthier
  - Exercising
  - Managing Stress

EMPLOYEE ENGAGEMENT RULE #4:
"TREATING OTHERS WITH RESPECT"

"Employee engagement = treating people with respect".

Google's 8 traits that make a great leader



BEST PRACTICES IN INCREASING DRIVER RETENTION

1. Performance expectations and standards have been made clear to me.
2. I feel secure in my job.
3. I believe I am fairly compensated.
4. I have the tools that I need to do my job.
5. I have opportunities for career development.
6. My manager deals with me fairly.
7. I feel I can talk openly with my manager.
8. My manager meets with me regularly to discuss management issues and company policies.
9. My manager listens to my questions/problems.
10. My manager responds to my questions/problems.
11. My manager shows respect for my judgment.
12. I feel I am constantly being watched.
13. My district/company treats its drivers fairly.
14. I have an opportunity to grow professionally at my district/company.

http://www.schoolbusfleet.com/article/610088/staying-power-keys-to-improving-driver-retention

Don't forget to take the convention survey!

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Your feedback matters!

Decision Driving and Influencing Drivers Making Those Decisions

Providing solutions to help our members manage risk.®

Gary W Gillespie, CSP, CRM

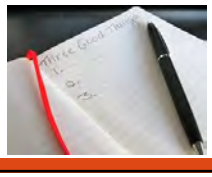
Nationwide®

Contents

- Decision Driving
- Accidents from Poor Decisions
- Influences on Drivers' Decision Making
  - Knowledge
  - Skill
  - Attitude – Risk Perception and Tolerance
- Influencing Drivers' Decisions
- Poor Decision Follow up
- Dealing with the Problem Driver

Find Something Interesting and Three Good Things

- Something Interesting
  - How does the information in this presentation work with what I am doing at my company now?
  - What will Gary be discussing next, then next, etc.?
  - What would be the best way to implement this once I get back to business?
  - Or how can I stay awake while Gary prattles on?
- Three Good Things



Decision Driving

- What is Decision Driving?
- Driver focus in the context of Safety Management
- Why focusing on drivers' decisions is critical

Accidents Caused by Poor Driver Decisions

- Hitting fixed objects – aka Clearance
- Forward Collisions – aka Rear End Collisions
- Sideswipes
- Intersection Collisions
- Pedestrian/Cyclist Collisions

Influences on Drivers' Decision Making

- **Knowledge** – knowing what to do
- **Skill** – knowing how to do it and when to do it
- **Attitude** – wanting to do it
- What Modern Psychology tells us about our limitations, influences, and decision making
- **Limiting mental states** – Rushing, Frustration, Fatigue, Complacency

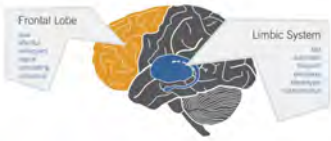
Our Reality, Limitations, and Influences

- Our two-brain system
- Our two primary operational modes
- The mind-body loop
- The four expectation tendencies

- "I use to think the human brain was the most powerful organ in my body. Then I realized who was telling me this." – Emo Philips

Our Two Brain System

- The Deliberate System
  - Reasoning, self-control, and forward thinking
  - Limited capacity
  - One thing at a time
- The Automatic System
  - Parallel capacity
  - Heuristics
  - Filtering



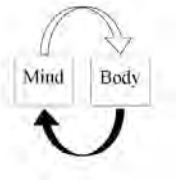
- https://www.youtube.com/watch?v=vJG698U2Mvo

Our Two Primary Operational Modes

- Defensive Mode – Protecting ourselves against threats
  - Fight, Flight, Freeze response
- Discovery Mode – Seeking Out Rewarding Experiences
  - Rewards

The Mind Body Loop

- Sleep
- Exercise
- Mindfulness
- Breath
- Posture



- "Going short on sleep is like forgetting to save a document you worked on all day."

The Four Expectation Tendencies

Gretchen Rubin's Four Tendencies

What do you think is the best way to influence driver decisions?

- Start with yourself!
- Educate the drivers on influences
- Improve driver knowledge
- Improve driver skill
- Improve driver attitude (risk perception and risk tolerance)
- Improve driver habits
- Keep drivers out of error producing states

Knowledge – Knowing What To Do

- Create better training
  - Critical thinking
  - 3 modes of learning
  - Use examples drivers can relate to
  - Test/Practice
  - Follow up

"There's what we don't know, and then there is what we don't know we don't know."

Skill – Knowing How and When To DO

- Deliberate practice
- If… then…
- Your Future Self (Mental Time Travel)
- Coaching

- "The body learns after the mind."

Attitude – Risk Perception & Tolerance

- Influences
  - Individual
  - Peer
  - Organization
- Risk Perception vs. Risk Tolerance
- Adjusting Risk Perception and Tolerances
  - Videos and stories with impact
  - Stats and severity potential
  - Thinking about your last accident
  - Explain how injury could limit your life
  - Active participation

Poor Decision Follow-Up

- Corrective actions
- Coaching

Dealing With Problem Drivers

- Assess the driver
- Beware of the Attribution Error
- Use the Three test rule
- Use Critical Conversation techniques
- Discipline vs. Punishment

Summary

- Start with yourself
- Recognize what is lacking (knowledge, skill, attitude)
- Keep drivers (and yourself) in discovery mode
- Understand drivers' expectation tendency

Books & References

- Caroline Webb -"How to Have a Good Day"
- Gretchen Rubin - "Better than Before"
- Bob Nease - "The Power of Fifty Bits: The New Science of Turning Good Intentions into Positive Results"
- Gorilla Video https://www.youtube.com/watch?v=vJG698U2Mvo
- Amy Cuddy - "Presence – Bringing Your Boldest Self to Your Biggest Challenges"
- Christopher A. Goulart - "Corrective Actions" in Professional Safety, December 2016

Books & References

- Campbell Institute (National Safety Council) – "Risk Perception: Theories, Strategies, and Next Steps"
- Safe Start Webinar – Balancing Act addressing the physical and human factors of Slips, Trips, and Falls
- "Change Anything - The New Science of Personal Success" Kerry Patterson, Joseph Grenny, David Maxfield, Ron McMillan, and Al Switzler

The Peak-End Effect or Ending on a High Note

- Remembering good things can have a bigger impact on our well-being than the happiness we experience in the moment.
- 3 Things again
  1. You got to be here listening to me instead of in some other boring breakout session, yea!
  2. Besides getting drivers to make good decisions, the information presented in this breakout session can be applied personally and to other aspects of your business (e.g., dealing with parents, school officials, etc.)
  3. You now have several more economical tools or strategies to use in getting drivers to make safe decisions.

Questions?

Thanks for the Service You Provide!

The information used to create this presentation and accompanying training materials were obtained from sources believed to be reliable to help users address their own risk management and insurance needs. It does not and is not intended to provide legal advice. Nationwide, its affiliates and employees do not guarantee improved results based upon the information contained herein and assume no liability in connection with the information or the provided suggestions. The recommendations provided are general in nature; unique circumstances may not warrant or require implementation of some or all of the suggestions. Nationwide, Nationwide is on your side, and the Nationwide N and Eagle are service marks of Nationwide Mutual Insurance Company. © 2015 Nationwide

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State and Federal Updates

FMCSA, PSP and Penn-DOT will provide important updates relating to Student Transportation. This session will include discussion on the recent FMCSA Rule change impacting CDL testing.

Notes:

Thank you to
our presenters:
Jim Cusick,
Shellie Hartner,
Doug Kemp,
Laura Krol

Special thanks to our Moderator:

Richard Wolfington, Jr.
PSBA 1st Vice President | Legislative/Regulatory Chairman
Eagle Wolfington Leasing Corp
30 Pottstown Pike Uwchland, PA 19480
Ph: (610) 458-8037 | Email: riwolfjr@wolfington.com

NSTA Updates

Join Becky Weber of Prime Policy group to bring you up to date on the legislative and regulatory activity in DC that impacts school bus Contractors. Notes:

Becky manages Prime Policy Group's transportation practice, representing public and private sector clients on issues with the federal highway, transit, motor carrier, highway and vehicle safety, rail, aviation, hazardous materials, pipelines, ports, maritime and transportation security programs. She has been delivering positive results for clients on transportation issues for nearly 20 years. This combination of substantive in-depth knowledge of federal transportation programs and relationships on Capitol Hill and in the executive branch enable her to develop and execute advocacy campaigns that consistently produce successful outcomes.

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Skid Mounted Economy Dispenser

- Small, fleet, fixed-base operation
- Simple dispenser on tank skid or horizontal supply tank
- Single or two-vehicle refueling
- Meter reading on dispenser only
- Ease of installation / ability to relocate if the business moves
- Meets all necessary federal, state and local codes

Skid Mounted Electronic Dispenser

- All the same benefits of the Economy Unit Plus
- Plus:
  - One or two hose option
  - Electronic calibration
  - Electronic totalizer
  - Integrated communications for 3rd party fuel management systems
  - Wireless data collection

Service Station Island Dispenser

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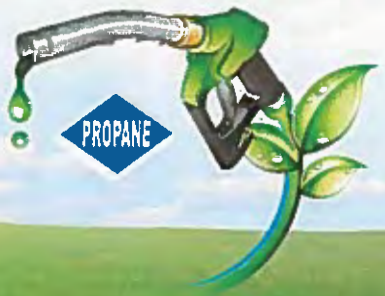
- Compatible with most major fuel reading systems (Veederoot, OPW)
- Credit, debit, fleet supplier card reader and interactive keypad
- Data transfer via the internet
- Single or multiple remotely located dispensers supplied by one or more supply tanks



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ALTERED STATE

A REVIEW OF FMSCA D&A REQUIREMENTS, CHANGING LAWS AND WORKPLACE RISK MANAGEMENT

HANDOUTS

1. Sample Zero Tolerance Handbook Policy
2. Sample Drug Testing Notice Handbook Policy
3. Fitness for Duty Policy & Pledge
4. Act 24 Form
5. Certification of Violations
6. D&A PEI Form
7. Legal Focus Article
8. Medical Marijuana Memo
9. DOT Notice

Grace Bradley Kelly, MBA, SPHR
Senior Consultant

Grace is a Human Resource Risk Management Consultant with RC Kelly Law Associates. In addition to her HR expertise, Grace had worked extensively in the healthcare arena before joining the Firm. Grace was on the Board and continues to work with the Center for Humanistic Change in Bethlehem PA. The CHC is a private, not-for-profit agency providing prevention education for alcohol, tobacco and other drugs as well as life skills training for children and adults. Her combined medical, legal and human resources knowledge makes her an excellent resource for drug and alcohol fitness for duty policy, procedure and issue resolution.

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Altered State

A review of FMSCA DOT D&A Requirements, Changing Laws and Workplace Risk Management

RC KELLY LAW ASSOCIATES, LLC

Pennsylvania School Bus Association
Summer 2017

Grace Bradley Kelly, MBA, SPHR
RC Kelly Law Associates, LLC

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Agenda and Approach

- Current "Altered" State
- Review of Relevant Laws and Regulations
- Review of Policies and Procedures
- Case Examples

Open Forum
Sharing Encouraged
Ask that question!!

Have Drug Laws Gone to Pot?!

- 26 states have legalized marijuana possession and use - in one form or another
- 8 of those states and the District of Columbia have legalized recreation use of pot

Best Practices

- Policy – Industry specific and unique to your operations
- Program Promotion – Communication/signs
- Employee Drug Testing – Pre-employment and random testing
- Education - Ongoing for employees and supervisors
- Employee Assistance Program

Policy should include

- Who is covered: DOT and Non-DOT
- Working and non-Working Hours
- Notification requirement of drug-related charges and convictions (Act 24)
- Right to search on private property
- Drug Testing
- Consequences: Zero Tolerance (for all?)
- Confidentiality

Benefits

- Compliance – DOT and other agencies.
- Cost Savings – Reduce the costs of lost time/workers comp
- Liability Reduction –keep employees and customers safety
- Employee Productivity –employees stay focused
- Recruitment/Retention – commitment to a healthy work environment.

Relevant Laws & Regulations

- Federal Motor Carrier Safety (FMSCA)
- Occupational Health & Safety Act (OSHA)
- Drug Free Workplace Act
- American with Disability Act (ADA)
- Mental Health Parity and Addiction Act
- Family Medical Leave Act (FMLA)
- PA Medical Marijuana Law

DOT Testing Regulation

- **Federal Motor Carrier Safety Administration (FMCSA) 49 CFR Part 382**

  A person who operates (i.e., drives) a Commercial Motor Vehicle (CMV) with a gross vehicle weight rating (gvwr) of 26,001 …..

- **Federal Transit Administration (FTA) 49 CFR Part 655**

  A person who performs a revenue vehicle operation; revenue vehicle and equipment maintenance….

DOT Testing Regulation

- Pre-Employment
- Previous Employer Look Back
- Employee Notice
- Random
- Post Accident
- Reasonable Suspicion

Employee Notice

- Should be a separate policy with separate signature required (in addition to reference paragraph in handbook)
- Include Fitness for duty language (which addresses off hours), tampering policy and consequences.
- Confidentiality - for records, tests, disclosures
- Complete Drug and Alcohol Policy

Random Testing

- Random Pool List
- By the numbers…

Post Accident

- DOT vs Company Policy

Type of accident involved	Citation issued to the CMV driver	FORM to use
i. Human fatality	YES	DOT FORM
	NO	DOT FORM
ii. Bodily injury with immediate medical treatment away from the scene	YES	DOT FORM
	NO	NON-DOT FORM*
iii. Disabling damage to any motor vehicle requiring tow away	YES	DOT FORM
	NO	NON-DOT FORM*

*Testing completed based on company policy rather than FMSCA regs\
Reference: https://www.fmcsa.dot.gov/regulations/title49/section/382.303

Reasonable Suspicion

- Reasonable Suspicion Training § 382.603
- Always Suspend – until investigation is complete.
- Do not allow them to drive themselves to the test
- Do not allow them to drive themselves home!

OSHA Post-Accident Guidance

Posted 10/20/16

- ***"blanket post-injury drug testing policies deter proper reporting."***
- Drug testing may not be used by the employer as a form of discipline against employees who report an injury or illness,
- May be used as a tool to evaluate the root causes of workplace injuries and illness in appropriate circumstances
- **The rule does not prohibit drug testing of employees, including drug testing pursuant to the Department of Transportation rules or any other federal or state law**

Separation

- Positive Results after MRO confirmation
- Separation Letter in Writing
- Include Fair Credit Reporting Notice
- Include Copy of Test
- Include SAP List (saplist.com)
- Professional and Respectful
- Encourage them to seek help

Recordkeeping

- Policies, Plans and Reports
- Employee and Supervisor Training Records
- Random Test Records
- Drug Testing Custody and Control Forms DOT Tests
- MRO records
- Alcohol Testing for all DOT Tests
- Employee Return to Duty Records
- Service Agent Documents
- https://www.transportation.gov/odapc/employer_handbook

DOL Employers' Duty

Occupational Health & Safety Act (OSHA)
Drug Free Workplace Act

Secretary of Labor

OSHA®

American with Disabilities Act

- Illegal to discriminate against a qualified person with a disability (physical or mental) ***or*** Record of ***or*** regarded as
- Illegal to retaliate
- Requires that employers reasonably accommodate (undue hardship)

Mental Health Parity and Addiction Act

Active use is not covered

Family Medical Leave Act

- Unpaid, job-protected leave
- Continuation of group health insurance coverage under the same terms as if the employee was working
- 12 weeks in 12 month
- All public agencies; private company w/ 50 or more employees
- Employee must have 12 months of service; worked 1250 hours in last 12; at least 50 employees w/in 75 mi

Personal Leave of Absence Policy

PA Medical Marijuana Law

- Cannabis is a Schedule I drug
- 49 CFR Part 40 – does not authorize the use of Schedule I drugs
- State initiatives have no bearing on the Department of Transportation's Drug and Alcohol Testing Regulation
- Alert employees of the regulations

Policy and Procedures

It is your responsibility, as an employer to:

- Maintain a safe, secure and productive environment for employees
- Evaluate and discuss performance with employees
- Treat all employees fairly
- Act in a manner that does not demean or label people

Policy and Procedures

It is **NOT** your responsibility to:

- Diagnose drug and alcohol problems
- Have all the answers
- Provide counseling or therapy
- Be a police officer

Policy and Procedures

- Safeguard employee's confidentiality
- Ensure the policy is clearly communicated
- Establish procedures to thoroughly investigate alleged violations
- Provide due process and ample opportunity for response to allegations
- Insure quality control of testing and confirmation of positive tests
- Conform to union contracts, if applicable

Policy and Procedures

- **DO** emphasize that you only are concerned with work performance or conduct
- **DO** have documentation or performance in front of you when you talk with the employee
- **DO** remember that many problems get worse without assistance
- **DO** follow federal and state regulations

Policy and Procedures

- **DON'T** try to diagnose the problem
- **DON'T** moralize. Limit comments to job performance and conduct issues only
- **DON'T** be misled by sympathy-evoking tactics
- **DON'T** cover up. If you protect people, it enables them to stay the same
- **DON'T** make threats that you do not intend to carry out

Thank you!

Slides are available for download at:

www.rckelly.com/alteredstate

RC KELLY
LAW ASSOCIATES, LLC

Grace Bradley Kelly
grace@rckelly.com
215-896-3846
www.rckelly.com

Beyond Compartmentalization:

Selecting and Using CSRS for Preschoolers and Children with Special Needs

Denise Donaldson, Safe Ride News Publications
June 2017

6/2017

Objectives of this session

- Understand why children must ride in CSRS.
- Know what CSRS exist to meet child needs.
- Understand challenges in bus environment.
- Learn basic approach to CSRS selection.
- Be familiar with harness use, installation, and maintenance basics.

6/2017

Indisputable Limitations

FACT:
Compartmentalization can provide proper protection in certain types of crashes involving a large bus and properly seated occupants who are elementary age and older and who are not medically fragile.

LIMITATIONS:

- **The child is too small/young (preschool, under 50 pounds).**
- **The bus is too small (≤ 10,000 pounds).**
- **The child has special needs (fragile or cannot stay in position).**

YES—these kids ride on school buses!

INFANTS
Babies who meet the RF weight/ height limit for CSRS. (Usually ≤ age 2)

TODDLERS
Youngsters at least age 1 and over 20 pounds who have transitioned to FF.

PRE-SCHOOLERS
Little kids, especially who weigh under 50 pounds.

Students with Special Needs Also Ride the Bus

- "Special needs" includes many conditions.
  - Physical Needs
  - Neurological Needs
  - Mental and psychological/behavioral needs
- Some (but not all) require occupant protection solutions, using:
  - Conventional devices
  - Special needs (medical) devices
  - Wheelchairs

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Terminology to Know

CHILD SAFETY RESTRAINT SYSTEM (CSRS):

Devices used on school buses to provide child protection beyond basic compartmentalization, other than lap-only or lap-shoulder belts. These must meet the requirements specified in FMVSS 213.

6/2017

Types of CSRS:
Knowing what's available

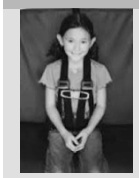
6/2017

Add-on CSRS just for buses

Attach Using a "Cam Wrap"

Safety Vests

Safety Harnesses

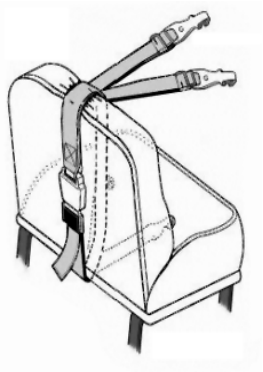


School-Bus-Only CSRS

Cam Wraps
Are Webbing Wrapped Around Bus Seating to Secure CSRS

IMPORTANT LIMITATION

- NHTSA requires the seat behind a cam wrap restraint be unoccupied or used by a restrained passenger



Shown: "Portable Seat Mount" for Vests

6/2017

Add-on CSRS just for buses

Some are made for special needs

Behavioral Issues

Extra Support

Built-in CSRS for buses

- Five-point harnesses
- Forward-facing only
- No installation needed!
- Most fold away for use by others

6/2017

Built-in CSRS for buses

Built-in CSRS for Special Needs

- For children needing extra support
- Adds positioning straps lap-only or lap-shoulder belt systems

SafeGuard
Upper Torso Device

6/2017

Sometimes Conventional CRs Are Used on School Buses

Rear-Facing Only | Convertible | Forward-Facing Only | Combination | Medical CSRS

Models designed for cars can be used on school buses, if:

- They fit the needs of the child
- They can be properly anchored onto the bus seating

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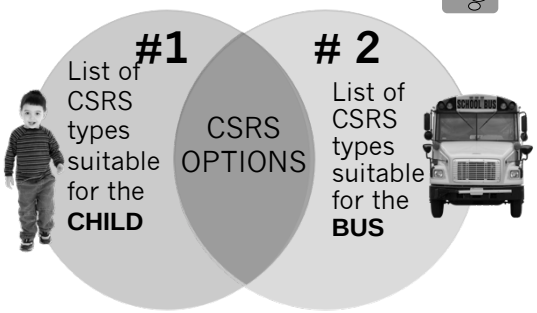
CSRS Selection:

Identifying the right solution for the child

6/2017

Basic Approach to CSRS Selection



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On a bus, CPS has 3 stages…

CSRS suitable for the CHILD

STAGE #1

Rear facing in a CSRS with a harness

STAGE #2

Forward facing in a CSRS with a harness

STAGE #3

Riding on a school bus seat, with a seat belt whenever available.

Three stages for school bus CPS: STAGE 1

STAGE #1

Rear facing in a CSRS with a harness

RF-only

Convertible

Rear Facing Safer Than Forward Facing

- **1.8 times** safer for all children under 2
- **5 times** safer for kids 12-24 months.
- **75% less likely** to result in head, neck or spinal cord injuries.

Source: Henary et al., 2007

Front of bus; frontal crash sequence

6/2017

Three stages for school bus CPS: STAGE 2

STAGE #2

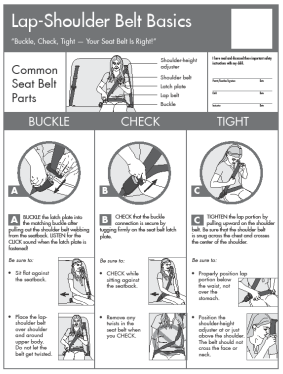
Forward facing in a CSRS with a harness

Three stages for school bus CPS: STAGE 3

STAGE #3

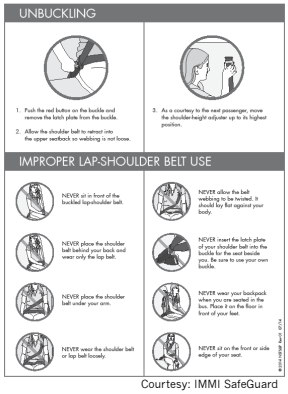
Riding on a school bus seat, with a seat belt if available.

Using Lap-Shoulder Belts



Courtesy: IMMI SafeGuard

Using Lap-Shoulder Belts



Courtesy: IMMI SafeGuard

Why No Booster Stage on a Bus?

- Passenger-vehicle seats are sized to match an adult's body. Boosters adjust for this.
- School bus seats are sized to match kids' bodies. Children who are too small for bus seat belts should ride in CSRS, not boosters.

23
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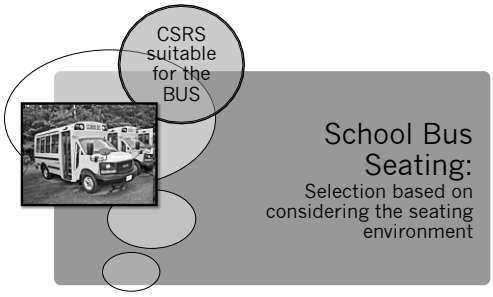

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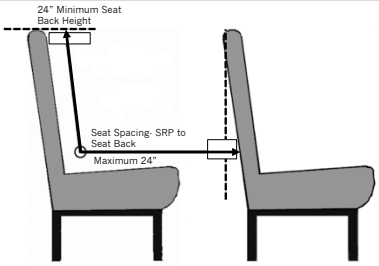
Bus Considerations:
Seat Row Spacing and Seatback Height



The maximum spacing allowed is 24 inches. This is ideal for CSRS use.

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Bus Considerations:
Seat Row Spacing

Maximum Seat Spacing

Minimum Seat Spacing

It is fairly easy to see why Minimum Seat Spacing presents challenges to CSRS use!

6/2017

Bus Considerations:
Seat Frame Strength

Standard (FMVSS 222)

Reinforced (FMVSS 210)

6/2017

Bus Considerations:
Anchorage Options*

LATCH

Lower Anchors

Tether anchor

Seat Belts

* Required on small buses ≤ 10,000 pounds only.
Some state and municipal laws apply to larger buses.

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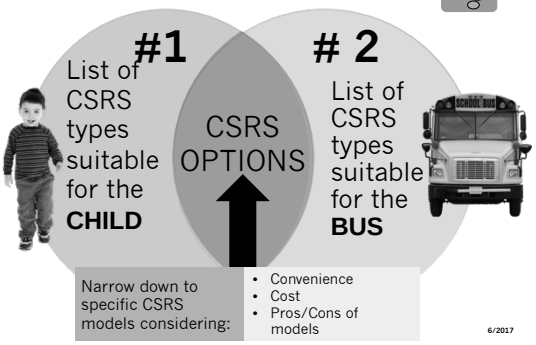
Basic Approach to CSRS Selection



Narrow down to specific CSRS models considering:

- Convenience
- Cost
- Pros/Cons of models

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Proper Use of CSRS:
Getting the most protection out of the CSRS selected

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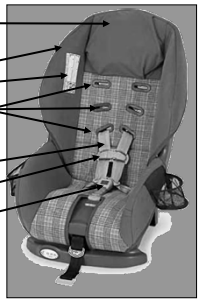
An Overview of CSRS Parts

- Padding/cover
- Shell/frame (behind cover)
- Labels
- Harness slots
- Harness straps
- Retainer clip
- Buckle



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Using a Harness System

- Remove heavy coats, backpacks
- Harness Height Matters
- Harness Retainer Clip at Armpit Level
- Webbing Shouldn't Twist/Fold
- Use best-practice methods when buckling
- Snug Fit Important

6/2017

Installation Issues

- Adequate space
- Seat belt or LATCH
- Tethers
- Placement of students behind cam wrap CSRS

"Knee in the Seat" is appropriate on a school bus

6/2017

Emergency Evacuation

- **Never** transport any child until you know how he/she can be evacuated!
- Establish policies/ procedures
- Practice

Training in use of belt cutter: Slice diagonally through taut webbing.

34
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Keys to Keeping CSRS Inventory

- CSRS inventory maintenance/ management
- Training for those with day-to-day responsibility
- Evacuation planning

Goal: A safe ride for every child.

35
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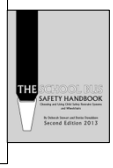
Damage/Wear to CSRS

1. Crashes
2. Mishandling
3. Webbing Damage
4. Plastic/Foam Damage
5. Metal Damage
6. Missing Parts
7. Recalls
8. Age

Want to Learn More?

- **8-Hour training course:**
  CPS Restraint Systems on School Buses
  National Training (NHTSA)
- **School Bus Safety Handbook, 2nd Ed.**
  (Safe Ride News, *www.saferidenews.com*)
- **National Child Passenger Safety Board**
  www.cpsboard.org



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Helpful Resources

- **Head Start Regulations:**
  Now CFR 45, 1303 Subpart F
  (formerly, prior to 2016, CFR 45 Part 1310)
- **NHTSA: Choosing the Correct School Bus For Transporting Pre-School Age Children**
  https://one.nhtsa.gov/people/injury/buses/guide1999/prekfinal.htm
- **National School Transportation Specifications & Procedures** http://www.ncstonline.org
- **Safe Ride News:** www. saferidenews.com

6/2017

Resources for Transporting Children with Special Needs

- National Center for the Safe Transportation of Children with Special Health Care Needs

  1-800-755-0912

  www.preventinjury.org
- "Ride Safe" informational brochure on transporting wheelchairs

  www.travelsafer.org

SafeGuard's STAR Special Needs CSRS

Crash-tested wheelchair

39
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Understanding and Troubleshooting Cummins Aftertreatment System

Jack Szalka will go over engines, emissions troubleshooting and repair.

Notes:

Putting Renewable Energy to Work for Your Business

Todd Rittenhouse, of Rittenhouse Bus Lines, and Edward Johnstonbaug will discuss business models and other considerations that make renewable energy the right choice.

Notes:

Small Bus Contractors Roundtable

The Small Bus Contractors Roundtable is for companies with 50 or less than 50 buses. The small group discussions provide an opportunity to compare and discuss different aspects of running a small business. The suggested questions to be covered at each roundtable are as follows:

1. What programs/ideas have you initiated to recruit new drivers? Discuss what has worked and what hasn't.
2. What programs and/or services can PSBA provide to assist smaller sized contractors?
3. Discuss how you work to build relationships with your local contractors and school districts.

Do you have a question of your own? Jot it down on the line below and bring it along!

Question: _____

Notes:

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Small Contractors Round Table

This workshop is for companies with less than 50 buses to compare and discuss different aspects of running a small business.

Notes:

Succession Planning

For a family business, succession planning means assuring that the current and next generation of your family gets the benefit of the assets you have built. It means having a future vision of your company – while you are happily in retirement. Whether you choose to sell/transfer "to the next generation," or sell/transfer "for the benefit of the next generation," a well thought out plan could be your crowning achievement. Join Rich Kelly, Esq. for a discussion on how to get started with your plan for the future.

Notes:

RC KELLY
LAW ASSOCIATES, LLC

Rich Kelly is the founding member of RC Kelly Law Associates with a practice focused on helping commercial operations grow and improve. He developed the firm's Business Counsel Program and Contract Administration Program in response to the unique needs of the small and growing businesses he encountered through working with insurance agents and their commercial policyholders. Rich gained a thorough understanding of business organizations while working in legal, technical, management, and executive roles for small businesses and large corporations and as Vice President in charge of Risk Management for a major regional insurer.

Pennsylvania School Bus Association Annual Convention
Discussion-based Tabletop Exercise Demonstration
Tuesday June 27, 2017 1045-1245

Partnering with Smith Bus and in cooperation of Pennsylvania School Bus Association, the Transportation Security Administration Surface Branch Pittsburgh Field Office will present a tabletop exercise demonstration focused on school bus operations. The two hour discussion-based event includes 20 to 25 school bus operators and school district personnel functioning as players and assisted by observers and first responders in the audience. The goal is to work through the discussion-based demonstration tabletop in a no consequence environment. Using transportation security narratives and injects focused on pre-attack terrorist behaviors and actions, our hope is to develop further a heightened sense of awareness and possible prevention of a terrorist attack while assisting first responder domain awareness.

Agenda

Introductions-TSA Surface, PSBA officials and players	1045-1100
TTX Guidelines-general discussion of TTX operational conduct. Topics….no consequence to discussion response, TTX conducted outside of regulatory framework, TSA facilitation and flow of the day will include player participation and reaction to scenario narrative/injects, players response based on procedures but not necessarily representing their stakeholder, audience observer/first responder input, evaluation and after action report.	1100-1110
TTX Scenario narrative, injects, Exercise Play	1110-1230
Hotwash and closing	1230-1245

Exercise Objectives

1. Discuss Security / Emergency Response Plans
2. Discuss critical assets and security practices that deter security incidents that may result in significant consequences
3. Discuss coordination of Security and Emergency Management Plans with local and regional agencies
4. Intelligence sharing policies and procedures
5. Discuss restoration of facilities and services following a significant disruption

An After Action Report will be created from exercise play and provided to PSBA officials and exercise participants. This report will identify lessons learned, highlighting smart security practices and areas for improvement gained from the no consequence learning environment and tabletop exercise play.

Thank you!

Special Thanks to the members of the PSBA Convention Committee, our Chair Michael Hope, and Smith Bus Company for the time and energy extended to make this year's Convention a great success.

PSBA

Pennsylvania School Bus Association

Safely Transporting Pennsylvania's Future

2017 Annual Convention & Trade Show

Don't forget to take the convention survey!

It is located at the back of this book

and online at www.paschoolbus.org

Your feedback matters!

Pennsylvania School Bus Association

Safely Transporting Pennsylvania's Future

Notes

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Notes

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2017 Annual Convention & Trade Show

The Penn Stater, State College, PA

Sunday June 25, 2017 - Tuesday June 27, 2017

Convention Evaluation

Please take the opportunity to respond to the evaluation of this convention. It is an opportunity for you to speak out and be a part of the process to making future conventions an outstanding experience for all of us.

Why did you attend the Convention?

☐ Education ☐ Networking ☐ Vacation/Leisure

Comments:

_____

_____

What was your overall opinion of the accommodations and Convention?

☐ Good ☐ Satisfactory ☐ Unsatisfactory

Comments:

_____

_____

How can the convention be improved?

Comments:

_____

_____

_____

What topics would you like to suggest for future workshops?

Topics:

_____

_____

_____

This survey is now online! Visit www.paschoolbus.org to complete your survey today!

Pennsylvania School Bus Association

Safely Transporting Pennsylvania's Future

MONDAY SESSIONS: June 26, 2017

Welcome & Keynote Speaker - Patrick Mulick, BCBA, NBCT

☐ Good ☐ Satisfactory ☐ Non-Productive ☐ Did Not Attend

Comments: _____

_____

Happy Boss-Happy Business (Sunday June 25, 2017) - Stephanie Nericcio

☐ Good ☐ Satisfactory ☐ Non-Productive ☐ Did Not Attend

Comments: _____

_____

Before the Crash - Kathy Strotmeyer

☐ Good ☐ Satisfactory ☐ Non-Productive ☐ Did Not Attend

Comments: _____

_____

Keeping Up with ADHD on the Bus/Round Table - Patrick Mulick, BCBA, NBCT

☐ Good ☐ Satisfactory ☐ Non-Productive ☐ Did Not Attend

Comments: _____

_____

Tire and Wheel Maintenance - Robert Bortner

☐ Good ☐ Satisfactory ☐ Non-Productive ☐ Did Not Attend

Comments: _____

_____

Understanding the Middle Schooler Mind for a Smoother Ride - Alex Smith, Ed.S., NCSP and Dr. Jesse White

☐ Good ☐ Satisfactory ☐ Non-Productive ☐ Did Not Attend

Comments: _____

_____

Controlling the School Bus Environment - Legal Issues - Richard Kelly, Esq.

☐Good ☐ Satisfactory ☐ Non-Productive ☐ Did Not Attend

Comments: _____

_____

Pennsylvania School Bus Association

Safely Transporting Pennsylvania's Future

MONDAY SESSIONS: June 26, 2017

PPC: Oils & Engine Coolants - Drew Nagle

☐ Good ☐ Satisfactory ☐ Non-Productive ☐ Did Not Attend

Comments: _____

_____

Increasing Driver Engagement - The Key to Improving Driver Retention and Organizational Performance - Chris Boguslaw, M.Ed.

☐ Good ☐ Satisfactory ☐ Non-Productive ☐ Did Not Attend

Comments: _____

_____

Decision Driving and Influencing Drivers Making those Decisions - Gary Gillespie, CSP, CRM

☐ Good ☐ Satisfactory ☐ Non-Productive ☐ Did Not Attend

Comments: _____

_____

ELD & State and Federal Updates - PennDOT/FMCSA/PSP Representatives

☐ Good ☐ Satisfactory ☐ Non-Productive ☐ Did Not Attend

Comments: _____

_____

TUESDAY SESSIONS: June 27, 2017

NSTA Updates - Becky Weber

☐ Good ☐ Satisfactory ☐ Non-Productive ☐ Did Not Attend

Comments: _____

_____

"Altered State" Best Practices in Substance Free Workplace and Regulatory Compliance - Grace Bradley Kelly, MBA, SPHR, SHRM-SCP

☐ Good ☐ Satisfactory ☐ Non-Productive ☐ Did Not Attend

Comments: _____

_____

Pennsylvania School Bus Association

Safely Transporting Pennsylvania's Future

TUESDAY SESSIONS: June 27, 2017

Beyond Compartmentalization: Selecting and Using CSRS for Preschoolers and Children with Special Needs - Denise Donaldson, CPST-1

☐ Good ☐ Satisfactory ☐ Non-Productive ☐ Did Not Attend

Comments: _____

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Understanding and Troubleshooting Cummins Aftertreatment System - Jack Szalka

☐ Good ☐ Satisfactory ☐ Non-Productive ☐ Did Not Attend

Comments: _____

_____

Putting Renewable Energy to Work for Your Business- Edward Johnstonbaug and Todd Rittenhouse

☐ Good ☐ Satisfactory ☐ Non-Productive ☐ Did Not Attend

Comments: _____

_____

Small Contractor Round Table

☐ Good ☐ Satisfactory ☐ Non-Productive ☐ Did Not Attend

Comments: _____

_____

Succession Planning - Richard Kelly, Esq.

☐ Good ☐ Satisfactory ☐ Non-Productive ☐ Did Not Attend

Comments: _____

_____

TSA Tabletop Drill - Joe Larkin, MEP and John Yimin

☐ Good ☐ Satisfactory ☐ Non-Productive ☐ Did Not Attend

Comments: _____

_____

Pennsylvania School Bus Association

Safely Transporting Pennsylvania's Future

OVERALL COMMENTS

How satisfied were you with the Community Hospitality Suite on Monday night?

☐ Very Satisfied ☐ Satisfied ☐ Dissatisfied ☐ Very Dissatisfied

Comments:

_____

_____

Do you have any recommendations for next years Community Hospitality Suite?

_____

_____

ASSOCIATION QUESTIONS

How satisfied are you with the Association as an information resource?

☐ Very Satisfied ☐ Satisfied ☐ Dissatisfied ☐ Very Dissatisfied

How satisfied are you with the variety of educational programs and seminars we offer?

☐ Very Satisfied ☐ Satisfied ☐ Dissatisfied ☐ Very Dissatisfied

How satisfied are you with the Association overall?

☐ Very Satisfied ☐ Satisfied ☐ Dissatisfied ☐ Very Dissatisfied

Would you recommend the Association to a colleague?

☐ Yes ☐ No

General Comments:

_____

_____

_____

Thank you for your support and attending this year's convention!
We hope that you make plans to be with us next year at
Seven Springs Mountain Resort June 24-26, 2018.