



# MTS COMPANY NEWS & EVENTS

*Raising the Standard... Where Kingdom business happens every day*



## Senate Bill 81 Saves School Bus Transportation

“Children can’t learn if they can’t get to school,” says Senator Noreen Evans (D-Santa Rosa) on her website. Senator Evans is a member of the Committee on Budget and Fiscal Review. Senate Bill 81 called for the restoration of \$248 million to the Home-to-School Transportation Fund. These funds, originally cut in December 2011 to help plug

the state’s budget hole, would have called for the elimination of school bus transportation for the remainder of the 2011-2012 school year. Instead, SB 81 requires an across-the-board reduction that is shared equitably by all school districts throughout California.

According to an article in the online magazine, *School Transportation News*, “When state revenue came up \$2.2 billion short prior to Christmas, the governor enacted \$1 billion in midyear ‘trigger’ cuts that left school districts scrambling for funds to cover bus service for the rest of the school year. The Los Angeles Unified School District immediately filed a lawsuit after its transportation coffers were depleted by 50 percent. But state lawmakers were quick to respond. State Sen. Noreen Evans sponsored an amendment to SB 81 designed to spread out the budget cuts among all students in the California public school system.”

Michael Rea, executive director of the West County Transportation Agency in Santa Rosa explains that because of SB 81 school districts will get their transportation money back, but in return, will still have to suffer a \$42 cut per ADA (Average Daily Attendance) for the remainder of the school year. While districts won’t be able to avoid the cuts completely, this bill at least helps to distribute the cuts more equitably than had the December 2011 reductions stayed in effect.

A transportation “trigger” cut is equal to 1/2 of a district’s appropriation. So, when the trigger was activated in December, a district that had already received 50% of its allocation may not have received any further funding for the school year. According to Rea, the problem is that the trigger is very disproportionate. Transportation is used by districts at varying levels. In very rural or low-income areas, if school bus transportation is eliminated, many kids would not have a way to get to school. Parents often do not have or cannot afford alternative transportation. For the schools this equates to money lost and children not educated.

Dave Walrath, representing the Small School Districts Association in Santa Rosa comments that SB 81 reverses the “discriminatory” cuts made to urban and rural school districts serving a high number of children from low-income families and those needing special education transportation. Additionally, many rural areas don’t have sidewalks or bike lanes, making it unsafe for students to travel along roads. SB 81 helped to avoid a major student safety issue as well.

# Buzz from HR

Sid

Article taken from NCEO, January/February

## Working Better The Ability-Action Gap



Loren Rodgers, NCEO Executive Director



A problem everyone knows is we all tend to do those things that we do best. As they say, when you have a hammer, it's easy to see every problem as a nail.

But there is another, quite different problem: sometimes, the things people are paid to do professionally for other people are the very things they do worst in their own lives. Imagine the carpenter whose house is full of half-driven nails.

The examples are endless: couples therapists in unhappy relationships, accounting firms with incomprehensible ledgers, and moral leaders with moral failings. Some people who teach collaborative management run their organizations as dictatorships. A firm that specializes in managing wealth, such as Lehman Brothers, may take disastrous risks with its capital. Law enforcement officials, like Eliot Spitzer, may run afoul of the law in spectacular ways. I personally know of an organization that specialized in conflict management. It disbanded due to irreconcilable differences among its staff.

Jeffrey Pfeffer and Robert Sutton wrote the best-selling book *The Knowing-Doing Gap*, which discusses why companies do not do what they know they should. The examples above raise a slightly different question: why do companies and people fail to do things internally that they know how to do externally? You could call it an ability-action gap.

One cause of the ability-action gap is that we have blinders when it comes to applying our expertise to ourselves. We tend to think of ourselves as being in a different category from the rest of the world. We see our expertise as being applicable, valid, and valuable to tasks in general, but we don't see ourselves as a task. We do not tend to be self-reflective.

Self-reflection is the key to focusing our talents on improving ourselves, but it can be a daunting task, and it often depends on other people to point out when we need to step back and examine ourselves. It also depends on us being able to hear that message. Some of the wisdom I treasure from my mentors speaks to this. Charles Edmunson said that "we are strongest when we are vulnerable." Corey Rosen frequently talks about humility as a defining characteristic of successful leaders.

How does this connect to employee ownership? Company leaders often adopt ownership plans and work to build ownership cultures. Some

**We have blinders when it comes to applying our expertise to ourselves.**

NCEO member companies have leaders that are so determined that more people be involved in decision making that they personally decide to force it on the company. In other words, they see the principle of decentralized decision making as applying to everyone except themselves.

An ownership culture involves a shift in the principle of decision making. That shift may be subtle, but it is essential. Without an ownership culture, the principle is that owners make decisions using any criteria they want. With an ownership culture, even when the same people are making decisions, they acknowledge some overarching rules that apply to the company. Rather than operating beyond rules, leaders subject themselves to the same rules as the rest of the organization. I think of Joe Grabowski, the president of Wenck Associates. Everyone at the company fills out annual personal plans, and Joe does too. Rich Biernacki, former president of Fastener Industries, put himself up for election to the board every cycle.

Self-reflective company leaders are aware of their ability to build systems that lead people toward a shared goal, and they know they need to be a part of those systems themselves. ■

©2012 National Center for Employee Ownership  
Permission to reprint must be requested in writing.  
ISSN: 0899-8833

*Employee Ownership Report* is published bimonthly by the National Center for Employee Ownership (NCEO). The NCEO is a private, nonprofit information and research organization. The mission of the NCEO is to provide the most objective, reliable information possible about employee ownership at the most affordable price possible.

For membership fees or information, contact the NCEO:  
National Center for Employee Ownership  
1736 Franklin Street, 8th Floor  
Oakland, CA 94612-3423  
Tel: 510-208-1300  
Fax: 510-272-9510  
www.nceo.org

**STAFF:**  
Becky Chavez  
Monica Dozier  
Elmear Elzy  
Achaessa James  
Colleen Kearney  
Camille Kerr  
Deborah Krant  
Scott Rodrick

**SENIOR STAFF:**  
Corey Rosen

**EXECUTIVE DIRECTOR:**  
Loren Rodgers

## NCEO Notes

### MEET THE BOARD: Nancy Dittmer



Nancy Dittmer is a managing director for Verisight, Inc. and the leader of the firm's ESOP administration and consulting practice.

In addition to being a member of the board of directors of the NCEO, she authors a column on ESOP operational issues for its Web site. She currently serves as the chair of The ESOP Association's Administration Advisory Committee. Nancy is also a member of the Employee-Owned S Corporations of America (ESCA). ■

## ALL INJURIES ON THE JOB

(Employee injuries must be reported to your Supervisor or Human Resource Department immediately or within 24 hours after injury occurs.)

## Maintenance Dept:

Kevin

Article taken from STN (School Transportation News)  
website: [www.stnonline.com](http://www.stnonline.com)



### Two Grants for Electric School Buses Awarded by California Air Resources Board

Written by Michelle Fisher

Tuesday, 07 February 2012

On Friday, the California Air Resources Board (ARB) announced two grantee awards for the \$1 million available for the FY 2011–12 [Advanced Hybrid School Bus Demonstration Project](#): Kings Canyon Unified School District in Northern California and the San Diego Air Pollution Control District (APCD) in Southern California.

KCUSD Transportation Director John Clements told *School Transportation News* that the district

will use the \$496,696 award to purchase two [new all-electric, zero-emissions eTrans school buses by Trans Tech Bus](#). This will be a demonstration project in which KCUSD will share both hybrid and electric school buses with other public school districts in the Central Valley and Northern California.

These two Type A all-electric buses are anticipated to arrive in KCUSD by Sept. 1 — just in time for the new school year. Currently this district is the only one in the nation operating the eTrans school bus, which has a 220-volt charger that mounts on the wall and uses a regular plug.

“Our project will involve the deployment of two additional eTrans all-electric school buses and use of our existing eTrans, plus our new IC hybrids to track performance data while loaning several of these new technology school buses out for trial operations in other public school districts throughout the San Joaquin Valley,” said Clements.

The San Diego APCD was awarded \$503,304 for an unspecified electric school bus project.

The purpose of the Advanced Technology Demonstration Projects is to help accelerate the next generation of advanced technology vehicles, equipment or emission controls that are not yet commercialized, states the ARB website. For more information, see the [AQIP FY 2011-12 Funding Plan](#).

## Driver Advisory Counsel

Be a part of the change  
come to the next meeting

March 5, 2012 at 9:30am

Next In-Service Meeting

March 19, 2012 at 9:30am and 5:30pm

Driver of the Month



Mark Stovall

**Michael's Transportation Service**

140 Yolano Drive  
Vallejo, CA 94589

Phone: 707-643-2994  
Fax: 707-643-1906  
Email: [information@bustransportation.com](mailto:information@bustransportation.com)  
[www.michaelstransportation.com](http://www.michaelstransportation.com)

**MTS DRIVERS  
ARE THE BEST**



**RECRUITING NEWS**

KEITH JUDKINS—ANTHONY SUMMERS

The Annual MTS Training Academy Referral Partner’s Luncheon is taking place on Tuesday, February 28 from 11:00 AM – 1:30 PM. Our focus is to continue developing strong relationships with our network partners, who in return refer their clients to MTS for training and employment opportunities. Our network partners represent agencies such as the Department of Rehabilitation, local Workforce Investment agencies, Veterans Administration and various community agencies. These relationships are not only vital to the Academy, but they are equally important to Michael’s Transportation Service as well. Without their referrals, our company would not be able to meet our staffing demands, which means we will not be able to grow like we have in the past. In addition to inviting agencies we do business with everyday, we are also reaching out to local employers that can use the talent we develop in the Academy. Many local employers are aware of MTS and are intrigued about our new MTS Staffing Services. Utilizing a staffing model approach, MTS now has the ability to not only perform the service our customers call us for, but now we can help them with their own staffing issues as well.

The Academy is also in the process of expanding our delegate trainer roster under the direction of Safety and Training Director, Justin Binion. Stay tuned for more information about this group of dedicated and loyal group of MTS drivers stepping up to the plate to help move this company forward.



***Congratulations!***

***Alana and Rinaldo Shackelford  
and the entire Brown Family  
On the arrival of***

***Aprielle Joi'Layna Shackelford  
Born February 5, 2012  
7 lbs, 15 oz; 20 inches  
Born on her grandparents'  
40th wedding anniversary!***

**Happy Birthday!**

- Leandrew Collins 03/05**
- Marc Aceves 03/09**
- Solomon Ortiz 03/09**
- Unree Johnson 03/09**
- Justin Binion 03/11**
- Darryl Grier 03/12**
- Patrick Baker 03/17**
- Hoa "Tim" Nguyen 03/19**
- Jose Estrada 03/20**
- Jose Gudino 03/20**
- Sean Torrance 03/21**
- Tammy Kiliona 03/23**

**REMINDER: DO NOT USE YOUR CELL PHONE, DIRECT CONNECT OR WIRELESS DEVICE WHILE DRIVING COMPANY VEHICLES. ANY VIOLATION OF THIS POLICY WILL LEAD TO IMMEDIATE TERMINATION OF EMPLOYMENT.**