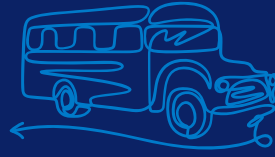


HIDDEN

TRANSPORTATION COSTS



When weighing student transportation needs, there are multiple costs to consider.

VEHICLE EXPENSES

From purchases and depreciation costs to maintenance, insurance, and accident repair



PAYING PEOPLE

From drivers and monitors to mechanics and dispatchers

TRAINING & CERTIFICATION

From driver screening to licensing to training



FACILITIES FEES

From bus lots and service bays to property insurance and technology costs

ADMINISTRATIVE EXPENSES

From administration costs, HR, and legal counsel to recruitment and consulting



▶ **VEHICLE EXPENSES**

PURCHASE / LEASE & DEPRECIATION

- Buses
- Special needs vehicles & equipment
- Alternative transportation

FUEL

- Diesel
- Gas
- Propane
- Electricity & infrastructure

EQUIPMENT

- Cameras
- Wi-Fi
- Cell phones
- Radios
- GPS (subscriptions, locator fees)
- Driver tablets

MAINTENANCE & REPAIRS

- Parts
- Tires
- Fluids

LIABILITY INSURANCE

- Bodily injury
- Property damage

REGULATORY

- Titles
- Registrations
- Permits
- Vehicle inspections

▶ **PAYING PEOPLE**

STAFFING / WAGES

- Drivers
- Monitors
- Mechanics
- Substitutes
- Management/supervisors
- Routers
- Dispatchers
- Safety trainers
- Human resources & administration

INSURANCE

- Health
- Dental
- Disability
- Long-term care

RETIREMENT & CONTRIBUTIONS

- Social Security
- State pensions/other retirement plans (401(k), matching)
- Workers' compensation contributions

▶ **TRAINING & CERTIFICATION**

DRIVER SCREENING

- Records history
- Fingerprinting
- Criminal background checks
- Sex offender registry checks
- Regular drug & alcohol testing
- Physical examinations

DRIVER LICENSING

- Test fees
- Licensing fees

TRAINING

- Trainee wages
- Driver pre-service training
- Driver in-service safety classes
- Annual driver evaluations
- Technician training
- Management training
- Training tools
- Appropriate certifications

▶ **FACILITIES FEES**

BUS LOT

- Mowing
- Snowplowing
- Fueling infrastructure

GARAGE / SERVICE BAYS

- Tools
- Environmental disposal & testing

SECURITY

- Access cards
- Keys & key management

PROPERTY INSURANCE

OFFICE SPACE

- Rent/lease/purchase costs
- Property taxes
- Electric/gas utilities
- Office supplies
- Cleaning

TECHNOLOGY

- Internet
- Network infrastructure
- IT support
- Phone lines
- Phones
- Computer equipment
- Printers
- Routing software

COMMUNICATION TOOLS

- Parents/Students/Schools
- Employee communications
- Crisis communication & PR support

▶ **ADMINISTRATIVE EXPENSES**

ADMINISTRATION

- Payroll processing
- Purchasing
- Accounts payable/receivable
- Scheduling/PTO

LEGAL COUNSEL

- Benefits administration
- Labor relations & negotiations
- Collective bargaining agreements
- Contracts
- Crisis communication & PR support

RECRUITMENT

- Advertising
- Job fairs
- Application processing support/tools
- Interviewing & hiring support/tools

HUMAN RESOURCES

- Performance evaluation support/tools
- Employee disputes/issues
- Complaint resolutions
- Discrimination
- Terminations

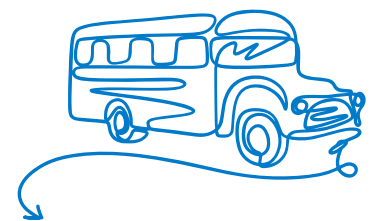
CONSULTING

- Services for general problem solving
- Fleet/capital management
- Budget management
- Electric vehicles

REPORTING

- Student data management
- Incident management & reporting
- Discipline tracking
- Special needs reimbursement

CONTACT **FIRST STUDENT** TO
UNCOVER
HIDDEN TRANSPORTATION
COSTS



firststudentinc.com