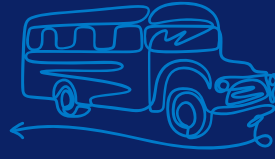


# HIDDEN

## 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

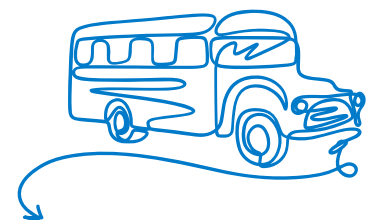
### **CONSULTING**

- 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**



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