

▶ 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

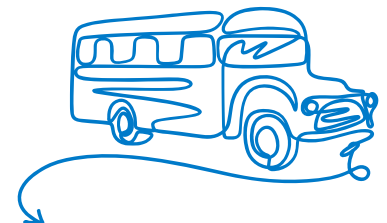
CONSULTING

- 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



HIDDEN TRANSPORTATION COSTS

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



VEHICLE EXPENSES

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



PAYING PEOPLE

From drivers & monitors to mechanics & dispatchers



TRAINING & CERTIFICATION

From driver screening to licensing to training



FACILITIES FEES

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



ADMINISTRATIVE EXPENSES

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