



**MOLALLA  
RIVER  
SCHOOLS**

## First Student Contract Extension Proposal

March 1<sup>st</sup>, 2025



Our partnership with Molalla River School District goes as far back as 2009. We know your schools, communities and are committed to providing the same safe, reliable transportation to them as we have for over 17 years. First Student values our long-term partnership and look forward to strengthening our relationship in the coming years. Achieving the highest standards throughout the Molalla River School District student transportation system is accomplished by working collaboratively to continuously assess, evaluate, plan, and develop solutions for your needs in partnership. As you know, COVID-19 has created a nationwide shortage of CDL drivers. Our Molalla operations have managed through this crisis with minimal impact or disruption in service as compared to other school districts across the country. We appreciate the District's continued partnership and support during these unprecedented times.

We are presenting a 5 Year extension proposal with options for future extensions. The following table represents the required price increase in each year:

### CONTRACT INCREASE SUMMARY – 6%, 5.5%, 5.5%, 5.5%, 5.5%.

The adjustment to year 1 (25/26 SY) is 6.0% over current year's rates, and 5.5% for year 2-5. We estimate that the year one contract cost increase would be \$199,404.22. The estimated amount not covered by state reimbursement would be \$59,821.27 or 1.8%.

- This required increase in the 25/26 school year is attributed to the following:
  - New Bus Purchases:** We plan to purchase five (5) new buses in Year 1, two (2) in Year 2, two (2) in Year 3, and four (4) in Year 5. The cost of these buses has risen by over 40%.
  - Driver and Staff Wage Increases:** Due to higher inflation and the need to attract drivers, wages were increased. These costs have been distributed over the term of the contract to minimize the required increase in Year 1.

YEAR	Proposed Contract Extension					
	SY 24/25 (Projection)	SY 25/26	SY 26/27	SY 27/28	SY 28/29	SY 29/30
HOME TO SCHOOL	\$ 3,328,057.65	\$ 3,518,851.52	\$ 3,713,249.45	\$ 3,918,300.12	\$ 4,134,664.94	\$ 4,362,865.57
STUDENT CHARTER	\$ 76,458.59	\$ 85,068.94	\$ 89,747.73	\$ 94,683.85	\$ 99,891.47	\$ 105,385.50
TOTAL COSTS	\$ 3,404,516.24	\$ 3,603,920.46	\$ 3,802,997.18	\$ 4,012,983.97	\$ 4,234,556.40	\$ 4,468,251.06
Option		SY 25/26	SY 26/27	SY 27/28	SY 28/29	SY 29/30
	YOY CHANGE \$	\$199,404.22	\$199,076.73	\$209,986.79	\$221,572.43	\$233,694.66
	YOY CHANGE %	6%	5.5%	5.5%	5.5%	5.5%
	DISTRICT COST \$\$	\$59,821.27	\$59,723.02	\$62,996.04	\$66,471.73	\$70,108.40
	DISTRICT COST %	1.8%	1.7%	1.7%	1.7%	1.7%
	TOTAL DISTRICT COSTS	\$1,081,176.14	\$1,140,899.16	\$1,203,895.19	\$1,270,366.92	\$1,340,475.32
Proposal Assumptions						
ROUTE COUNT	35	35	35	35	35	35
BUS COUNT	44	44	44	44	44	44

### FLEET AND EQUIPMENT

We are replacing 13 total vehicles, 6 Type A's, 4 Type C, and 3 Type D route buses.

Vehicle Type	QTY.	Year 1	Year 2	Year 3	Year 4	Year 5
10 Passenger Leased Vans	4	1.0	2.0	3.0	4.0	5.0
30 Passenger Type A	8	0.6	1.6	2.6	3.6	4.6
Large Vans w/ Lifts- Type A	3	6.0	0.3	1.3	2.3	3.3
Large Conventionals - 72 Passenger	24	6.0	7.0	8.0	9.0	8.0
Large Conventional	6	6.8	7.8	4.8	5.8	6.8
<b>AVERAGE FLEET AGE BY YEAR</b>	45	4.7	5.3	5.7	6.7	6.6
<b>New/ Cascaded Vehicles By Year</b>		5	2	2	0	4

## FULL COMPLEMENT OF QUALITY DRIVERS-

The labor market has been hit by rising costs due to increases in the minimum wage and the overall economy. Recruiting drivers is a top priority, and that is why we have dedicated teams of recruiters as well as talent acquisition specialists to assist in recruiting. We also fully understand the driver labor market in Molalla and surrounding areas and the required wages to keep quality drivers. With the District's support the proper wage scale is now in place, we will continue to make First Student the preferred employer and give the District peace of mind by maintaining quality bus drivers.

First Student will offer bus drivers a starting wage of \$27.63 per hour; more experienced drivers can earn up to \$31.65 per hour. Drivers will also receive the following benefits:

- \$3,500 Sign-on Bonus for fully licensed drivers.
- \$2,500 Sign-on Bonus for inexperienced drivers.
- Annual Increases- A minimum of a \$1.00 increase each year to stay in line with area wages.
- Current employees will receive a \$500 Employee Referral Bonus.
- Driver Trainers receive an additional \$1.00, and 3<sup>rd</sup> Party Testers receive an additional \$1.50 more per hour.
- Medical Insurance: Drivers and monitor/attendants are eligible to enroll in our competitive group medical insurance plans.
- Sick/Personal Days: Drivers and monitor/attendants will receive one (1) hour of paid time off for every 30 hours worked which is compliant with Oregon Sick Leave Law.
- Holiday Pay – 5 Paid Holiday's.
- 401k Program: Drivers and monitor/attendants are encouraged to enroll in our 401k program.
- Paid Life Insurance: All active drivers and monitor/attendants receive a \$10,000 life insurance coverage paid by First Student once they complete a probationary period.

## SURROUNDING AREA DRIVER WAGES

The chart below highlights area wages for comparable First Student locations within the same geographical market. Although Molalla's wages are not the highest, we are confident that our comprehensive benefits package and annual increases will ensure our wages remain above the 95th percentile. This competitive positioning will enable us to effectively recruit, hire, and retain qualified and high-quality CDL drivers.

	FY 26 Wage Scale									
Location	Starting Wage	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
20236 Junction City (Monitor)	\$ 18.00	\$ 18.15	\$ 18.40	\$ 18.55	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20207 Portland (Monitor)	\$ 22.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
10477 Molalla (Monitor)	\$ 22.41	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
10388 Gresham (Monitor)	\$ 22.94	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
10477 Molalla (Type 10)	\$ 24.52	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
10449 McMinnville (Type 10)	\$ 25.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
12753 Silver Falls SD (Type 10)	\$ 25.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20208 Portland (Type 10)	\$ 25.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20236 Junction City (Driver)	\$ 25.00	\$ 25.27	\$ 25.54	\$ 25.81	\$ 26.08	\$ 26.35	\$ -	\$ -	\$ -	\$ -
12753 Silver Falls SD (Driver)	\$ 27.10	\$ 27.66	\$ 28.23	\$ 28.80	\$ 29.36	\$ 29.94	\$ 30.30	\$ 31.65	\$ -	\$ -
10457 Newberg (Type 10)	\$ 27.17	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
10477 Molalla (Driver)	\$ 27.63	\$ 27.75	\$ 27.86	\$ 27.98	\$ 28.09	\$ 28.22	\$ 28.33	\$ 28.44	\$ 31.65	\$ -
20242 West Linn (Type 10)	\$ 28.32	\$ 28.58	\$ 28.85	\$ 29.12	\$ 29.39	\$ -	\$ -	\$ -	\$ -	\$ -
10878 Woodburn (Type 10)	\$ 28.76	\$ 28.97	\$ 29.20	\$ 29.42	\$ 29.65	\$ -	\$ -	\$ -	\$ -	\$ -
10449 McMinnville (Driver)	\$ 29.34	\$ 29.77	\$ 30.38	\$ 30.98	\$ 31.59	\$ 34.02	\$ -	\$ -	\$ -	\$ -
10216 Canby (Driver)	\$ 30.24	\$ 30.46	\$ 30.68	\$ 31.00	\$ 31.22	\$ 31.44	\$ 31.66	\$ 31.88	\$ 32.32	\$ 32.87
10388 Gresham (Type 10)	\$ 30.43	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
10457 Newberg (Driver)	\$ 30.43	\$ 30.67	\$ 30.78	\$ 30.89	\$ 31.12	\$ 31.25	\$ 32.02	\$ 33.15	\$ 33.81	\$ -
10878 Woodburn (Driver)	\$ 31.76	\$ 31.97	\$ 32.20	\$ 32.42	\$ 32.65	\$ 32.87	\$ 33.10	\$ 33.33	\$ 34.55	\$ 36.17
10317 Gladstone (Driver)	\$ 31.77	\$ 32.23	\$ 32.68	\$ 32.91	\$ 33.12	\$ 33.60	\$ 33.83	\$ 35.28	\$ -	\$ -
20242 West Linn (Driver)	\$ 32.06	\$ 32.32	\$ 32.59	\$ 32.86	\$ 33.13	\$ 36.20	\$ -	\$ -	\$ -	\$ -
10388 Gresham (Driver)	\$ 33.78	\$ 34.40	\$ 35.02	\$ 35.64	\$ 36.26	\$ 36.88	\$ 37.49	\$ 38.11	\$ 38.73	\$ 39.41
20207 Portland (Driver)	\$ 35.76	\$ 36.03	\$ 36.32	\$ 39.23	\$ 40.96	\$ 42.82	\$ 44.32	\$ -	\$ -	\$ -

The rate analysis of contracted transportation pricing for surrounding school districts of comparable size clearly indicates that the Molalla River School District benefits from the lowest equalized route price. Specifically:

- The current equalized route price (before increase) for Molalla is \$608.33, one of the most competitive among similar-sized districts.
- The equalized route price (after the increase) for Molalla is \$627.11, again the most competitive among similar-sized districts.
- This competitive pricing is achieved while maintaining high standards in facility costs, vehicle depreciation, and driver benefits, demonstrating an efficient and cost-effective approach to managing transportation services.

These figures underscore First Student's commitment to providing quality services at competitive rates, ensuring optimal use of resources and taxpayer funds.

School District, Contractor	Bid Rate Change	2026	Fuel Adj	Facility	Vehicle Cost (Depr)	# of Days	Driver Benefits	per route labor	Equalized route price
Silver Falls SD		\$ 612.72	-33.97	21.86	55.19	29.20	0.39	-18.62	\$ 633.01
Portland Public Schools		\$ 651.66	32.25	21.86	55.20	14.33	0.39	-30.64	\$ 736.50
Gresham SD		\$ 612.15	50.85	21.86	55.20	13.01	0.39	-35.59	\$ 698.83
McMinnville SD		\$ 574.42	50.85	21.86	55.19	0.00	0.39	-3.82	\$ 668.97
Newberg		\$ 664.16	6.80	21.86	55.19	0.00	0.39	-1.07	\$ 702.77
Scappoose		\$ 669.01	17.37	21.86	55.19	0.00	0.39	-31.48	\$ 709.53
Molalla River (Current Contract)		\$ 509.67	24.06	21.86	55.19	2.85	0.39	12.19	\$ 608.33
<b>Molalla River</b>	<b>\$ 595.69</b>	<b>\$627.11</b>	<b>50.85</b>	<b>21.86</b>	<b>55.20</b>	<b>170</b>	<b>0.39</b>	<b>153.21</b>	<b>\$ 627.11</b>

## RECENT AREA BIDS AND EXTENSIONS

As demonstrated below, extending the contract with First Student provides a significant financial advantage. It allows us to distribute transportation and driver wage costs more evenly over the term of the agreement, rather than incurring all the expenses in the first year following an RFP.

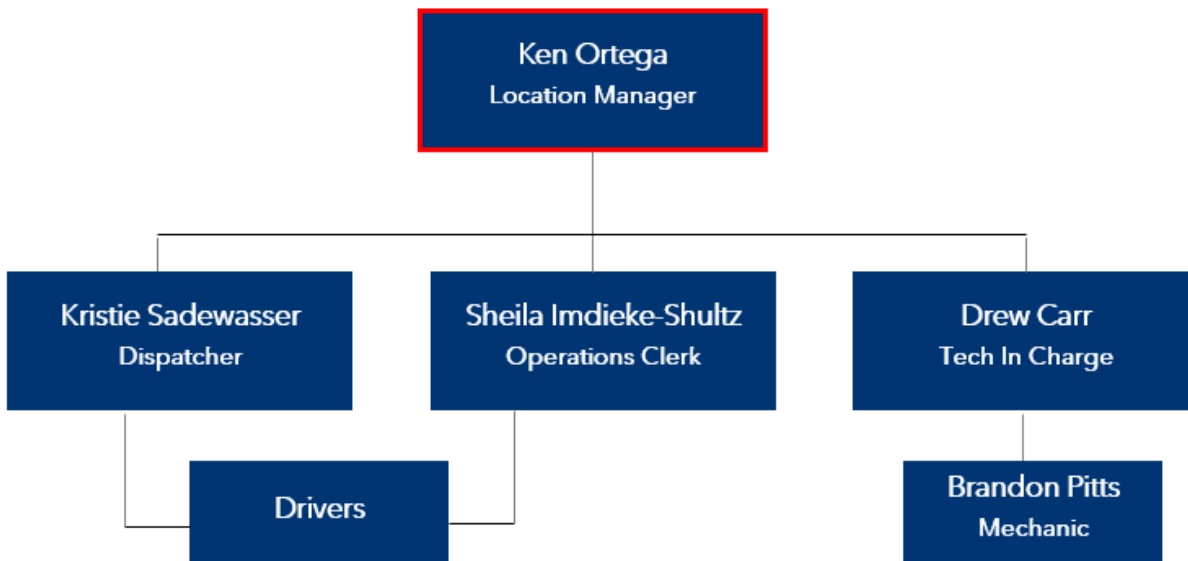
Rate increase for 2022-23 on Recently Bid Contracts in Oregon, Washington, &		
School District	Contractor	% Inc. vs. Prior Rates <sup>1</sup>
Portland SD (OR)	First Student	40.50%
Portland SD (OR)	STA <sup>2</sup>	38.20%
Newberg SD (OR)	First Student	29.60%
Newberg SD (OR)	STA	42.80%
Hermiston SD (OR)	Mid Columbia Bus Company	22.90%
McMinnville SD (OR)	First Student	61.00%
Billings SD (MT)	First Student	39.00%
Colville SD (WA)	First Student	21.00%
Newport SD (WA)	First Student	28.65%
Pendleton SD (OR)	First Student	31.40%
Rochester SD (WA)	First Student	34.00%
Scappoose SD (OR)	First Student	54.90%
<sup>1</sup> Percentage increase over the rates prior to the bid contract.		
<sup>2</sup> STA bid included 4% increases in years 2 through 6 which reduced the rates in year 1.		

Rate increase for 2022-23 on Recently Extended Contracts in Oregon, Washington, & Montana:		
School District	% Inc. vs. Prior Rates <sup>1</sup>	Additional Comments
Gresham	9.5%	We also increased rates 15.5% for 1/1/23-6/30/23 to cover the driver wage increase. The new contract was an additional 9.5% as of 7/1/23.
Canby	12%	Mid-year rate increase of 12% as of 11/1/23. FY25 increase 10%. Increase supported Driver wage increase
Amity	32.5%	Contract Extension and Driver Wage Increase.
Dayton	15.8%	Contract Extension and Driver Wage Increase.
Rockaway Beach (Neah-Ka-Nie)	9.5%	We also increased rates 12.5% for 1/1/23-6/30/23 to cover the driver wage increase. The new contract was an additional 9.5% as of 7/1/23.
Lincoln County	28.2%	Contract Extension and Driver Wage Increase.
Pendleton	30%	Increase supported driver wage increase
Molalla	16%	Contract Extension and Driver Wage Increase.
Marylhurst	19.5%	Contract Extension and Driver wage increase
Riverdale	49.0%	Increase supported driver wage increase
Jesuit	30.3%	Increase supported driver wage increase

## OPERATIONAL EXCELLENCE AND CUSTOMER SERVICE

Valuable experience gained from serving districts like Molalla River SD has allowed us to refine our understanding of developing and maintaining strong operational standards that truly set us apart from the competition. We have more expertise with districts of all sizes than any other provider.

Our dedicated team at the Molalla location has experienced changes over the past few years due to regular promotions, retirements, and natural turnover. Throughout these transitions, First Student has remained a steadfast partner of the Molalla River School District for over 16 years. Our new Location Manager, Ken Ortega, along with his experienced team, are well-equipped to ensure your transportation operations run seamlessly and efficiently.



## IMPROVED CUSTOMER SERVICE THROUGH TECHNOLOGY

Introducing Halo, First Student's proprietary technology platform, connects all the people and systems transporting students. The Halo platform connects all aspects of our operations, from recruiting, training, routing, dispatching, vehicle telematics, student ridership, and maintenance, to provide a 360-degree view of each trip.

All parties involved in transportation have simple dashboards and apps to enable communication and provide transparency all the way down to the student rider. Halo connects all the dots and provides insights and analytics to help us continually improve on our promise to provide the best experience for all our student passengers.

### Current Implemented Technology

- **DriverHub** - Driver Workflow Hub.
- **DriverScore** - Informed data-driven coaching conversations.
- **FirstView** – Parent & Student Tracking App.
- **FOCUS** – Dispatching Software.



## FirstACTS® (Active Conduct Tracking System)

While administration and transportation personnel put forth their best efforts to prevent incidents on the bus, they may occur. FirstACTS® is a web-based system your school administrators and transportation departments can use for reporting, tracking and managing student conduct on the school bus.

**It's the only system with the functionality to connect the school community — the driver, school administration and parents — as they identify and work together to resolve issues quickly and fairly. FirstACTS® can be configured to be used only by First Student (i.e. not involved the schools) depending on the district's interest and engagement.**

### Benefits of FirstACTS®

#### Connect

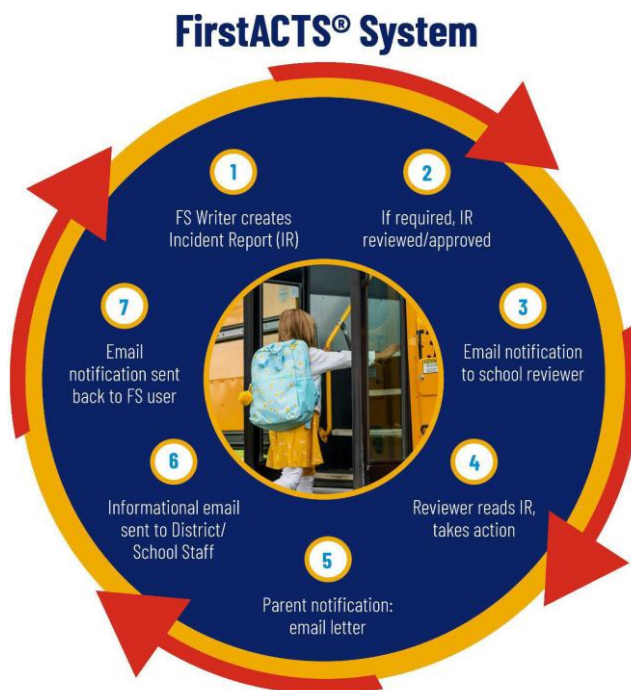
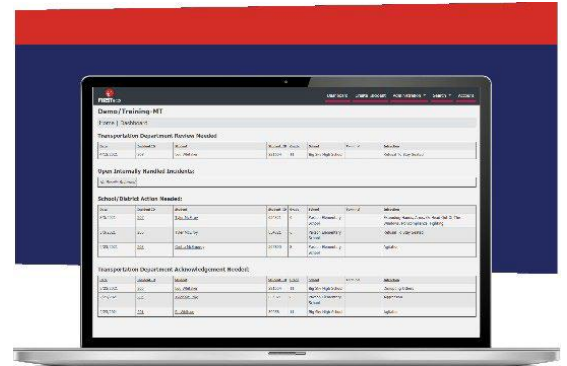
- Easily identify and communicate issues to the right people by eliminating tedious tasks.
- Preloaded student and driver information makes it easy to report student behavior incidents.
- Streamlined reporting builds confidence that issues will be quickly resolved.

#### Customize

- A flexible tool configured to meet the specific needs of your school district.
- Student incident histories can be easily searched to quickly identify trends for prompt action.
- Option to upload into your Student Information System.

#### Control

- Maintain safe, secure, workflow access to critical information and updates.
- Allows administrators and teachers to focus on their primary objective – education.
- Limited accessibility to notifications and reports to ensure privacy.
- Proactive reminders help expedite resolution times.



System can be configured to be used only by FS (i.e. not involve schools), depending on school's interest and engagement

## First Planning Solutions

Nearly 30 years ago, First Student established First Planning Solutions – a business unit devoted exclusively to helping its customers manage all aspects of computerized routing more effectively. Today, the FPS team consists of 30+ full-time routing professionals. **Simply put, there is no organization in the industry with deeper, more extensive expertise in routing for K-12 transportation than First Planning Solutions.**

FPS is highly proficient in all industry-leading routing solutions, including Edulog, Versatrans, Transfinder and BusPlanner. The team has extensive experience with the tools and knows how to use them to achieve the best results. Unlike routing software companies and K-12 consulting firms, FPS has a long history of working in-step with our First Student field locations and school district partners to transition system-developed route schemes into efficient on-the-road operations.

## System Optimization, Analysis and Consulting

### New System Implementation

Build, configure and implement new routing systems, including electronic map, schools, students, stops, runs and routes. Includes interface build of district student information system (SIS) to ensure the use of most current student data.

### Efficiency Studies

Analysis of transportation schemes in Molalla River School District's existing routing system to identify opportunities to reduce or consolidate routes and/or improve levels of service

### Route Optimization

Re-routing through use of the system's built-in optimization tools. The goal of this process is to develop a new plan that will most efficiently service all transportation requirements with the optimal number of vehicles.

### Scenario Modeling

Model the result of changes under consideration by the district to project their impact. For example, bell times; school openings, closings; transportation eligibility, walk zones, walk-to-stop distances, ride times, etc.

### Boundary Planning

Model enrollment impact resulting from modification of attendance zones, adding or closing buildings

## Routing Services

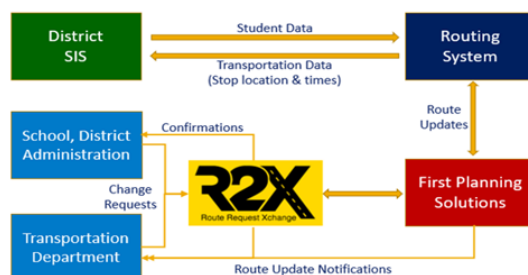
First Planning Solutions Routing Services (RS) provides full-service routing for more than 80 school districts with fleets that range in size from a few buses to several hundred. FPS's routing services offer turn-key routing that includes new school year planning and ongoing, day-to-day route maintenance. FPS will work closely with your key stakeholders and transportation management to ensure all routing requirements are delivered accurately and on a timely basis.

The FPS team has developed and refined very effective processes for managing the RS function. The team uses a best-fit combination of efficiency studies, route optimization, scenario modeling and boundary planning to tailor their approach to meet the unique needs of each school district we partner with.

## ROUTING REQUEST WORKFLOWS

Routing changes typically flow to FPS thru two channels:

1. Student file (SIS) updates
2. R2X Requests



- FPS assigns a Routing Lead (and backups) to district. Routing Lead will be the principal point of contact for both the district and FS location on all issues related to routing
- As each district is unique in how they operate, we work to tailor communication processes to meet the needs of all customers
- Finally, we will develop suite of reporting to meet district requirements



## FIRST STUDENT IS STILL THE RIGHT CHOICE FOR MOLALLA RIVER SCHOOL DISTRICT

As students journey from childhood to adulthood, they rely on us to ensure their safety every step of the way. Families across the Molalla community trust the Molalla River School District to educate, nourish, and protect their children. We understand that entrusting your child's care to others is a significant responsibility, regardless of their age. That is why First Student is committed to giving families the confidence that their students are in capable and caring hands.

For over a century, First Student has been at the forefront of student transportation, continually refining our operations to develop industry-leading safety solutions. Our exceptional transportation services not only ensure the safety of your students but also enhance the overall experience for families. This enables the Molalla River School District to stay focused on its core mission: partnering with parents and the community to educate all students, empowering them to reach their full potential as knowledgeable, confident citizens ready for college and careers.

I look forward to the opportunity to discuss our proposal further and to demonstrate how our expertise can continue to strengthen your transportation program. If you have any questions, please feel free to contact me.

Regards,

A handwritten signature in black ink that reads 'Justin Cox'.

Justin Cox

Area General Manager, Oregon

[Justin.cox@firstgroup.com](mailto:Justin.cox@firstgroup.com)

**AMENDMENT TO STUDENT TRANSPORTATION SERVICES AGREEMENT BETWEEN MOLALLA RIVER  
SCHOOL DISTRICT #35 AND FIRST STUDENT, INC.**

**THIS AMENDMENT** is made and entered into as of the 1<sup>st</sup> day of Feb 2025 by and between Molalla River School District #35 with principal offices at 412 S. Sweigle Ave Molalla, OR 97038 ("District") and First Student, Inc. with its national headquarters at 191 Rosa Parks Street, Cincinnati, OH 45202 and local business offices for purposes of this Agreement located at 701 NE 136TH Ave, Suite 200, Vancouver, WA 98684 ("Contractor" and, collectively, the "Parties").

**WHEREAS**, the parties entered into that certain Student Transportation Services Agreement dated April 9<sup>th</sup>, 2015 (hereinafter the "Agreement"); and

**WHEREAS**, the parties desire to further amend certain portions thereof.

**NOW, THEREFORE**, the parties mutually agree as follows:

1. **TERM** The term of the Agreement shall extend for five (5) additional years commencing July 1st, 2025, and continuing through June 30, 2030; thereafter the term of the Agreement can be extended by mutual agreement of both parties.
2. **COMPENSATION** Commencing Jul 1, 2025, the rates of compensation payable hereunder during the ensuing Contract Year shall be set forth in "Molalla River Transportation Rates" and are based on the current number of routes (35).
3. **NOTICE TO PARTIES** All notices to be given by the parties to this Agreement shall be in writing and serviced by depositing same in the United States Mail, certified mail.

Notices to District shall be addressed to:

Dr. Tony Mann  
Superintendent  
Molalla River School District #35  
P.O Box 188 Molalla, OR 97038

Notices to CONTRACTOR shall be addressed to:

Kim Worster  
Senior Vice President  
701 NE 136<sup>TH</sup> Ave, Suite  
200, Vancouver, WA 98684

With a copy to:

General Counsel  
First Student, Inc.  
191 Rosa Parks Street  
Cincinnati, OH 45202

Except as amended herein, all other terms and conditions of the Agreement shall remain in full force and effect.

**IN WITNESS WHEREOF**, this Agreement has been signed and executed in duplicate on behalf of the parties hereto by persons duly authorized on the day and year first written above.

Molalla River School District #35

FIRST STUDENT, INC.

By: \_\_\_\_\_

By: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_

ATTEST:

By: \_\_\_\_\_

By: \_\_\_\_\_

EXHIBIT A

<b>MOLALLA RIVER SCHOOL DISTRICT 35</b> <b>Transportation Rates</b> <b>July 1, 2025 thru June 2030</b>						
		5.50%	5.50%	5.50%	5.50%	
		25/26	26/27	27/28	28/29	29/30
<b>Fixed Cost</b>						
Annual Fixed cost billed monthly		1,228,671.52	1,296,248.45	1,367,542.11	1,442,756.93	1,522,108.56
<b>Regular Home-To-School</b>						
4 Hour Base	Per Day	263.75	278.26	293.56	309.71	326.74
Overage Hour Charge for over 4 Hours	Per Hour	65.97	69.60	73.43	77.47	81.73
4 Hour Base - FS Type 10 Van	Per Day	254.26	268.24	282.99	298.55	314.97
Overage Hour Charge for over 4 hours	Per Hour	65.97	69.60	73.43	77.47	81.73
4 Hour Base - District Owned Minivan	Per Day	240.01	253.21	267.14	281.83	297.33
Overage Hour Charge for over 4 Hours	Per Hour	65.97	69.60	73.43	77.47	81.73
<b>Summer School</b>						
4 Hour Base	Per Day	263.75	278.26	293.56	309.71	326.74
Overage Hour Charge for over 4 Hours	Per Hour	65.97	69.60	73.43	77.47	81.73
<b>Field, Athletic, &amp; Activity Trips</b>						
<i>Special services charges include hourly charge plus mileage charge</i>						
Charge per Hour	Per Hour	44.10	46.53	49.09	51.79	54.64
Additional charge for overnight trips		66.79	70.46	74.34	78.43	82.74
The minimum call time for above trips shall be 1.5 Hours		+ Actual Hotel Cost	+ Actual Hotel Cost	+ Actual Hotel Cost	+ Actual Hotel Cost	+ Actual Hotel Cost
Buses Driven by District Driver	Per Hour	23.77	25.08	26.46	27.92	29.46
<b>Additional Services</b>						
Maintenance Labor Rate	Per Hour	85.86	90.59	95.57	100.83	106.38
Parts Markup	Cost +	10%	10%	10%	10%	10%
Training of Dist Drivers (2-Hr Session)		104.97	110.74	116.83	123.26	130.04
Monitors & Bus Attendants	Per Hour	44.10	46.53	49.09	51.79	54.64
<b>Minimum Days</b>						
Fixed cost for Overhead	Per Day	95.24	100.47	106.00	111.83	117.98
Credit for outside use, District's Direction	Annually	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00

## Caring for Students: That's our First Priority.

First Student's industry-leading innovative practices ensure the well-being of our student passengers. Every day we deliver on our commitment to uplift, encourage and empower the students we serve – one ride at a time.

