CYPRESS-FAIRBANKS ISD

Transportation Services Overview
February 13, 2025

WELCOME TO TRANSPORTATION SERVICES

- **Dr. Kayne Smith**
  Director of Transportation

- **Cheryll Hill**
  Associate Director of Transportation

- **Fernando Zambrano**
  Assistant Director, Transportation Human Resources

- **Dana Rosen**
  Assistant Director, Transportation Student Support

ROUTE HISTORY

SCHOOL YEARS	REGULAR	SPED	SPED MPV	MV	TOTAL
2018 - 2019	590	114	52	9	**765**
2019 - 2020	594	112	46	7	**759**
2020 - 2021	538	105	43	2	**688**
2021 - 2022	548	112	41	1	**702**
2022 - 2023	500	110	42	4	**656**
2023 - 2024	502	131	40	0	**673**
2024 - 2025	405	151	39	7	**609**

STUDENT TRANSPORTATION ALLOTMENT

- Regular Route Services:
  - $1.00/mile – two or more miles
  - 10% of two or more-mile service for hazardous routes

- Special Education Route Services: $1.08 per mile
- CTE – actual cost per mile for proceeding year
- Private route services: $0.25/mile

TRANSPORTATION SERVICES COSTS

- TEA Cost Per Mile:
  - Regular: $6.50
  - Special: $6.68
- TEA 2023-2024 Allotment: $8,124,943
- CFISD Actual Expenditures: $46,123,304.38

COST PER MILE

- **DIESEL**
  $1.69 per mile
- **UNLEADED**
  $0.85 per mile
- **PROPANE**
  $0.63 per mile
- **ELECTRIC VEHICLE (EV)**
  $0.03 per mile

$$\frac{\text{Total Expenses}}{\text{Total Miles}} = \text{COST PER MILE}$$

HOW MUCH DOES A BUS ROUTE COST?

Regular Education: $43,978

- Salary: $35,274
- Fuel: $6,855
- Parts, and Labor: $1,700
- Other Costs: $149

Special Education: $71,522

- Salary: $61,488
- Fuel: $8,155
- Parts, and Labor: $1,700
- Other Costs: $149

TECHNOLOGY

THE DRIVING FORCE OF EDUCATION

CYPRESS-FAIRBANKS ISD
TRANSPORTATION

OUR TEAM MEMBERS
MAKE THE DIFFERENCE!

NOW HIRING

CYPRESS-FAIRBANKS ISD
SCHOOL BUS
TRANSPORTATION
WE'RE HIRING
& TRAINING
PAID TRAINING YEAR-ROUND
• Work at one of CFISD's five transportation centers across the district
• Work in a positive environment with a culture filled with people who care and are committed to your success
ATTENDANTS
STARTING PAY
$16.17 PER HOUR
BUS DRIVERS
STARTING PAY
$23.00 PER HOUR
*6.5 hours per day average
VEHICLE TECHNICIAN
STARTING PAY
$22.22 - $27.35
PER HOUR
three levels based on experience
FOR MORE INFORMATION OR TO APPLY,
VISIT WWW.CFISD.NET

ADVERTISING

RECRUITMENT DATA

- Employee referrals
- Social media
- Bus advertisements
- Recruiters
- Job fairs
- Community Impact
- Texas Workforce Commission
- Job share

DRIVER QUALIFICATIONS

- Ability to obtain and maintain a valid commercial driver's license (CDL) with all appropriate endorsements (P)(S) and classifications and all other required licenses, permits, and certificates (paid training available to trainee without a CDL.)
- Must have and maintain a satisfactory driving record as determined by the Texas Department of Public Safety that reflects a professional driver, and which meets all contractual, local, state and federal requirements.
- Ability to pass a pre-employment physical and an annual physical.
- Must show negative on a drug and/or alcohol test to be given on a pre-employment, random, post-accident and/or reasonable suspicion basis, in accordance with federal law and District policy.
- Must have completed or be enrolled in the School Bus Driver Certification course developed by the Texas Education Agency and the Texas Department of Public Safety. Must maintain certification as required.

CYPRESS FAIRBANKS
INDEPENDENT SCHOOL DISTRICT
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TRANSPORTATION SERVICES
Bus Driver

QUALIFICATIONS:

1. High school diploma or GED equivalent preferred.
2. Must be 18 years of age.
3. Ability to obtain and maintain a valid commercial driver's license (CDL) with all appropriate endorsements (P)(S) and classifications and all other required licenses, permits, and certificates **(paid training available to trainee without a CDL.)**
4. Must have and maintain a satisfactory driving record as determined by the Texas Department of Public Safety that reflects a professional driver and which meets all contractual, local, state and federal requirements.
5. Must pass an annual physical in accordance with state law.
6. Must show negative on a drug and/or alcohol test to be given on a pre-employment, random, post-accident and/or reasonable suspicion basis, in accordance with federal law and District policy.
7. Must have completed or be enrolled in the School Bus Driver Certification course developed by the Texas Education Agency and the Texas Department of Public Safety. Must maintain certification as required.
8. Must successfully complete the School Bus Driver Training Program provided by the District. Must successfully pass retraining requirements if sent to training by a supervisor.
9. Ability to pass a pre-employment physical and an annual physical.
10. Must be physically able to climb in and out of the school bus emergency door to evacuate the bus in an emergency.
11. Ability to speak, read and understand the English language.
12. Must demonstrate professionalism in one's communications and interactions with children/students, parents, school personnel, and coworkers.
13. Ability to follow written and verbal instructions.
14. Effective reading, writing, and mathematical skills to complete necessary forms, reports, and interpret maps.
15. Ability to effectively manage student behavior.
16. Ability to safely operate the bus.
17. Must follow District policies and Transportation Services guidelines and procedures.

TERMS OF EMPLOYMENT:
177 days

SALARY/PAYGRADE:
$19.00/HS6

RETENTION

- **Onboarding process**
  - Center tour/introductions
  - One-on-one meetings
  - Bus video review
  - Roadeo
  - Evaluation
  - Growth opportunities

- **Regular appreciation events**
- **HR and training follow-up**
- **Ongoing training/safety reminders**
- **Transportation Leadership Academy**
- **Transportation administrative visits**
- **Exit surveys**

RETENTION RATES

Year	Fall Exits	Spring Exits	Total Employee Exits	Total Returning Employees & New Hires	Percentage
2018-2019	135	125	260	1,210	79%
2019-2020	130	111	241	1,158	80%
2020-2021	131	110	241	1,187	80%
2021-2022	129	121	250	1,208	80%
2022-2023	127	102	229	1,257	82%
2023-2024	130	110	230	1,222	82%

STUDENT MANAGEMENT

- Implemented student management training for all drivers
- Created district-wide PBIS model
- Redesigned bus referral system by:
  - *Adding documentation referrals*
  - *Modeling referral reasons and actions taken based on code of conduct*

- Campus buy-in and support increased with communication and resources
  - *Campus visits to address concerns and problem-solve together for student success*
  - *SPED collaboration*
  - *Driver ride-along support*

- Implemented seat belt initiative for all elementary students
- Mandatory badging (on and off) while implementing disciplinary procedures (*no badge/no ride*)

- Ongoing staff development and coaching by Supervisors
- Special Transportation Certification - *eleven (11) hours of SPED-specific training)*

STUDENT EXPECTATIONS

SAFE Bus Expectations

S SHOW RESPECT	APPROPRIATE VOICE LEVEL HANDS AND FEET TO SELF USE POSITIVE SCHOOL LANGUAGE BACKPACK AND BELONGINGS IN YOUR LAP
A ACT ACCOUNTABLE	BADGE ON AND OFF SIT AND REMAIN IN YOUR ASSIGNED SEAT GET ON/OFF AT CORRECT STOP SEE SOMETHING, SAY SOMETHING
F FOLLOW DIRECTIONS	ENTER AND EXIT THE BUS APPROPRIATELY WEAR YOUR SEATBELT DO WHAT THE DRIVER INSTRUCTS NO FOOD OR DRINK ON THE BUS
E ENCOURAGE KINDNESS	SPEAK KIND WORDS TO EACH OTHER BE HELPFUL PRACTICE COMPASSION BE A POSITIVE LEADER

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THANK YOU

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