



**This presentation is a summary of the
Transportation Limited Review
conducted by LEAN Frog in March - June 2024.**



Identified Challenges

**Fleet
Maintenance
&
Management**

**Staffing
Levels &
Attendance**

bus operators,
mechanics, &
support staff

Compensation

bus operators
&
mechanics

Routing

regular
education &
special
education



Current District Actions



Staffing

- Hiring for vacant positions (clerks, bus attendants)
- Filled the Assistant Transportation Director role
- Preparing to advertise the Transportation Supervisor vacancy
- Hiring a GPS technician to maintain bus tracking systems
- Increased Bus Operator training to ensure operational continuity despite ongoing leave challenges



Employee Attendance

- More accurate Bus Operator attendance tracking
- Drivers will use onboard tablets to clock in and out each day
- Data will be automatically imported into a tracking spreadsheet



Fleet Maintenance and Management

- Joined the State-Approved Parts Procurement Consortium (NAPA Auto Parts)
- Potentially saving between \$300,000 and \$400,000 annually



Advanced Technology Integration

- Fully implementing the BusPlanner Routing Software (including ESS and summer school routes)
- Training for all Supervisors and Routing Specialists
- The "Where's the Bus" app will be reintroduced to parents and schools, with plans to address past issues
- Bus Operator attendance tracking using tablets
- Tracking system will automatically send updates to parents
- Tracking of sub and spare buses



Opportunities for Improvement

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Inventory

- Review and develop a controlled bus inventory. **(In Progress)**

Fleet Management Software

- Procure a system or build a tool to track bus status and maintain inventory.

Work Order System

- Build a system to track bus maintenance dates, issues, and status. **(In Progress)**

Bus Operator Pay

- Align hours and pay with local peers.

“Right-Size” Fleet

- Match daily route, activity, and trail bus requirements and maintain the appropriate percentage of spare buses.



Opportunities for Improvement

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Personnel

- Increase number of maintenance personnel based on fleet size and fleet age.

Work Area & Tooling

- Ensure that workspace and tooling is available for appropriate staff levels.

Bus Maintenance

- Contract additional support or outsource all bus maintenance & repair. Or add buses & maintenance through leases.

Mechanic Pay

- Align pay with local peers and industry.

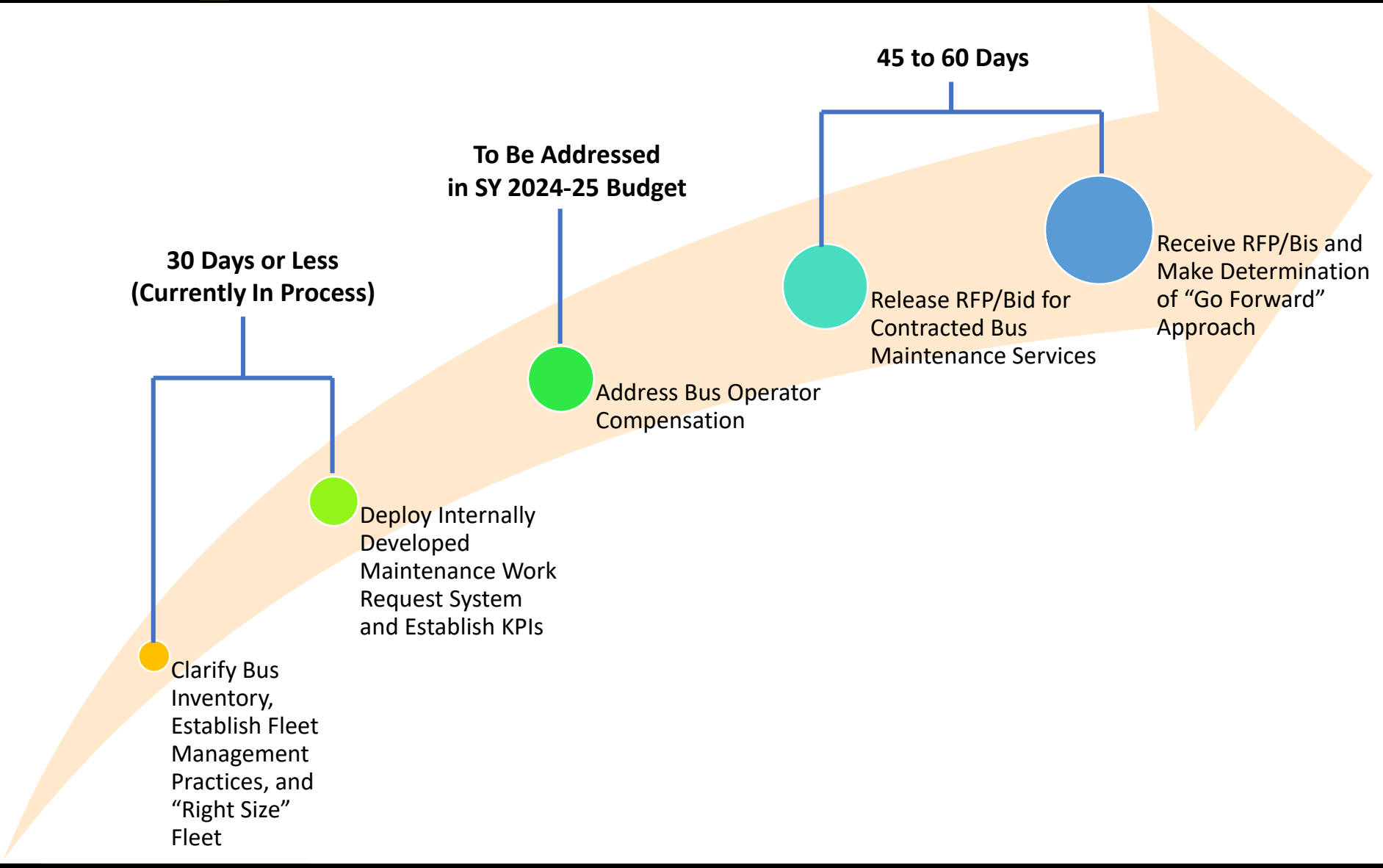
Key Performance Indicators

- Establish and track KPIs.



Observations, Findings, and Opportunities for Improvement

Improvement Roadmap





Questions?