

# Memo



To: Dr. Karla Guseman  
CC: Board of Education  
From: Dr. Ilandus Hampton  
Date: May 19, 2026  
Re: Special Education Out of District Student Transportation Services

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Over the past 5–6 years, the district has experienced a significant decline in the number of bus drivers, decreasing from 140 drivers to 88. Despite this reduction, our current transportation staff continue to provide exceptional service to our students. However, the increase in additional routes has placed considerable strain on staff and operations.

As a result, the district determined it was in the best interest of all stakeholders to provide additional support by outsourcing select special education transportation routes. The district identified approximately 90 students and 17 locations for outsourced transportation services. The estimated cost associated with these identified routes represents approximately 15%–18% of the district's total transportation operating budget, or between \$1.5 million and \$1.8 million annually.

The bid process timeline was as follows: March 31, 2026 – Bid specifications made available, April 9, 2026 – Mandatory pre-bid meeting, and April 30, 2026, at 11:00 a.m. – Bid opening. The district received four bids. Following a comprehensive review of the scope, qualifications, and pricing submitted, the administration recommends First Student, Inc. as the vendor for Special Education Out-of-District Transportation Services.

The proposed contract includes a two-year term with an optional third year as follows:  
FY2026–2027: \$1,693,692.00, FY2027–2028: \$1,744,381.16 and Optional FY2028–2029:  
\$1,796,657.19

The administration recommends the Board of Education approve First Student, Inc. as the district's provider for Special Education Out-of-District Transportation Services.

If you have any questions, please contact me at your convenience.

Thank you.