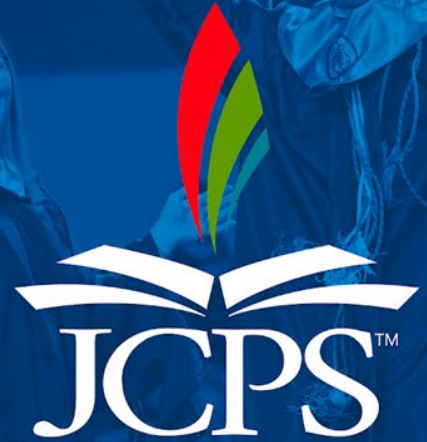


Transportation Update and Opening Day Preparations

July 2026
Dr. Rob Fulk, COO



Review of Transportation Service Metrics



On Time AM Service

School Year	Avg % Students On Time AM Per Day	Avg Late Minutes Per Day	Total Minutes Lost
2023-2024	93.3%	58,332.1	9,683,126
2024-2025	99.2%	3,955.9	640,854
2025-2026	99.5%	2,427.5	400,536

2025-2026 PM Service

Avg PM Clear Time 5:40 PM
Last Dismissal Time 4:20 PM



Current Bus Driver Staffing

**CURRENT
DRIVERS**
as of 7-1-26

671

**TYPICAL SUMMER
RETIREES**

15

ON DECK
as of 6-29-26

46

**Expected Count
for Opening**

$\cong$ 717



Route Coverage for 2026-2027

**EXPECTED
DRIVER COUNT for
OPENING**

$\cong 717$

**AVERAGE DAILY
CALL OUT**

82

Friday Call Outs
AVG: 103
MAX: 150

**EXPECTED
ROUTE COUNT**

637

**EXPECTED
DRIVER OVERAGE**

0

Process Improvement



Over the past two years, we have strengthened and streamlined our core processes, improving efficiency, consistency, and overall effectiveness. Building on this progress, we are now focused on refining and expanding these efforts to drive even greater impact in the year ahead.



Building on Process Improvements

ROUTING

Platform Soft Rollout

- Dual routing systems running concurrently

Centralized Routing

- Compound feedback
- Pause Period
- 48 hr adjustments for new stops

NEW Updated system for quality control route verification

DRIVERS

NEW Two additional paid practice days

- Learning Routes
- Reduce Insurance Costs

3 Scrimmages prior to opening day

Meet with each principal on their route prior to opening day



Building on Process Improvements

DISTRICT ALIGNMENT

First Day Team

First Day Manual

NEW Principal Training

2 School Scrimmages

Staff FAQ One Pager

[Community One
Pager](#)

FEEDBACK

Principal Bus Logs

Driver Surveys

NEW Router Surveys

TV Help Button

485-RIDE with real-time data flow



The Planning Process



JAN - Operations dept starts First Day work

MARCH - First Day Team starts meeting monthly, refining plans over 5-6 months

SUMMER - First Day Manual training for principals and front office staff

JULY

- 485-RIDE opens the same day bus stops go live on Bus Teller (7-27)
- Drivers report two days earlier than previous years for practice and scrimmages (7-28)

The Refine and Respond Process



Feedback from the following sources allows Operations to gauge issue scale and respond quickly to emerging needs:

- TV Help Button submission rate
- 485-RIDE call rate
- Feedback from a) Drivers, b) Routers, c) Compound Coordinators, and d) Principals

In the past, real-time adjustments have been made to address: overloaded buses, route efficiency, traffic patterns, depot needs, data flow efficiency, and community communications.

Operations Facility Planning Update



On Schedule, August 2026

- **W.E.B. DuBois Academy & Stadium**
Teachers and staff are accessing now, beginning the set-up of their rooms.
- **Diane L. Porter Preschool**
New furniture has been delivered, staff is moving in, & teachers move in 7/27/26.

On Schedule, Summer

- **Kerrick Elem (2027)**
- **Okolona Elem (2027)**
- **Hudson Middle (2028)**
- **Grace James Middle (2029)**

Delayed, Summer 2028 2029

- **Seneca High School**
Due to unforeseen site conditions affecting the building foundations (3 of the 7 planned building areas had underground karst formations) the project will be delayed approximately 6 months.

HR Teacher Vacancy Update



Comparison of Vacancies

July 18, 2025

314

Vacancies
Prior Year Baseline

July 16, 2026

226

Vacancies
-88 (28.0% Decrease)

HR Teacher Vacancy Update



Areas of Vacancies

63

Elementary School

50

Middle School

38

High School

75

K-12 (incl. SPED & Specialties)

HR Teacher Vacancy Update



What are we doing?

- 01 Prioritizing critical vacancies
- 02 Accelerating the hiring pipeline
- 03 Partnering directly with school leaders
- 04 Expanding targeted recruitment
- 05 Monitoring progress daily



Thank You

