



# Student Transportation

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**A Partnership of Safety and Service**

***Lawrence Board of Education***

***April 27, 2026***

*Lawrence Public Schools*



**School bus drivers  
are the people who  
transport children  
to their future.**



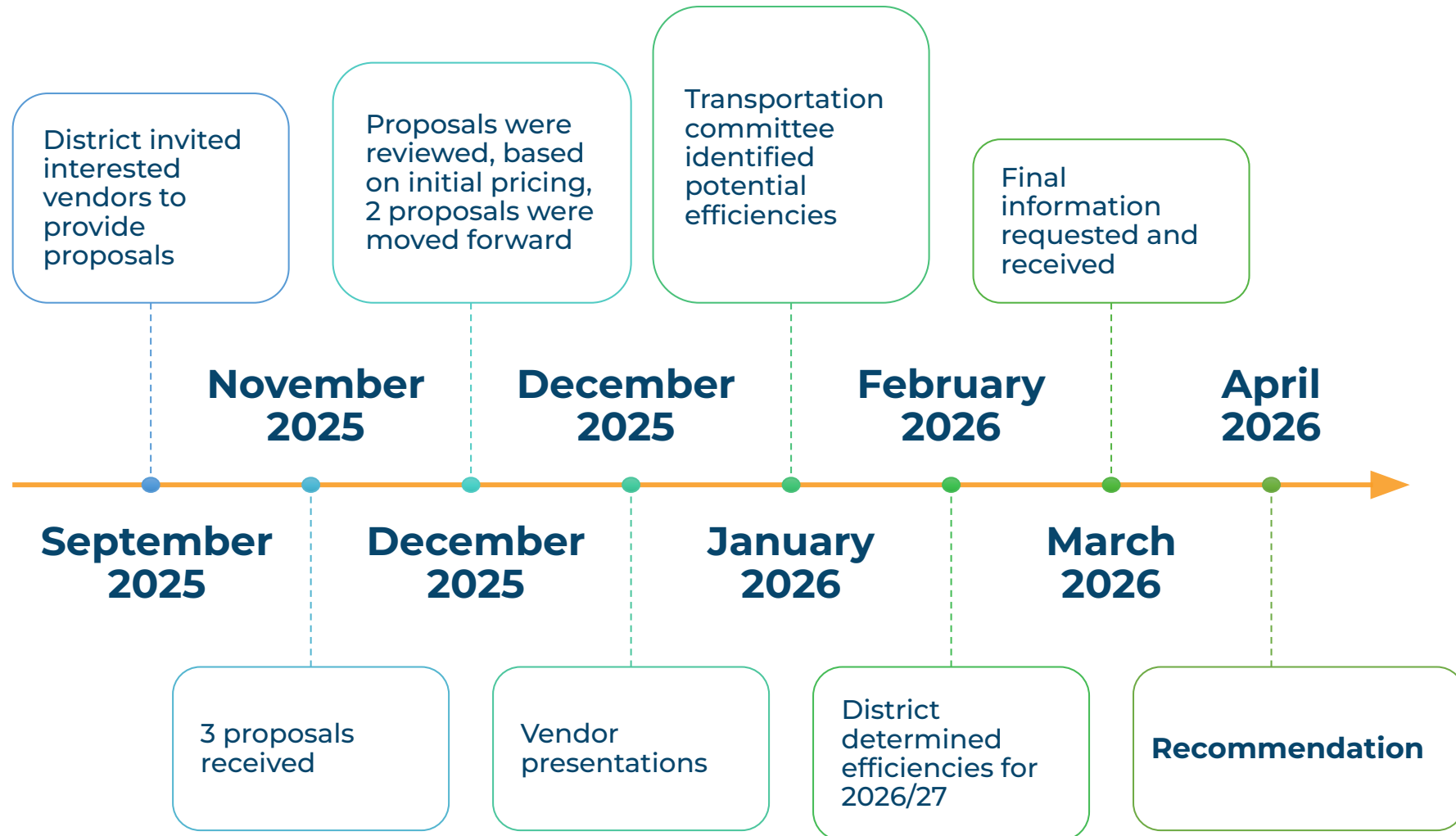
# Goals

The focus of the work to improve **Transportation** is to ensure students & parents of Lawrence Public Schools:

- **Safe, Reliable, and Dependable transportation for all students**
- **Improve communication and increase technology**
- **Improve efficiencies to control costs & position our district to implement continuous improvement of services**



# Process



# Key Points

## Recommendation for partnership with Durham is based on multiple factors:

- **Student & staff safety** as top priority
- Demonstrated performance in **customer satisfaction**
- Focus on district partnership and **service to students and parents**
- Committed to working with the district on **continued refinements**, including a route efficiency study during the fall of 2026 to identify additional savings



# Transportation Enhancements in Contract

- District procurement of fuel, providing **greater cost control and transparency**
- Increased route **efficiency & optimization**
- **Air conditioning** on all buses
- **Enhanced technology**: improved communication systems, safety features, real-time bus tracking for student ridership

Continued →



# Transportation Enhancements in (Continued)

- **Bus driver wage increases** of \$1.50/hour
- **Signing bonuses** of up to \$2,000/employee
- **Employee benefits package**
- Bus barn relocation to **reduce lease costs & improve efficiency**



# Contract Key Points

- **Duration: 3 years, option for two 1-year extensions**
- **Scope: Management of 95 buses and operations for 82 routes, transporting over 1,800 students daily**
- **Staffing: Includes 90 drivers, 40 bus monitors, and 11 full time employees**
- **Estimated annual cost: \$6.8 million for 2026/27 with 4% annual increase in subsequent years**
- **This represents a containment of costs for transportation into 2026-27**





# Durham School Services

April 27, 2026

Ken Pittman, *Director of Business Development*  
Brian Gibson, *Vice President of Operations*  
Mike Rennells, *Region Manager*

Presenters: Brian Gibson, Mike Rennells, Ken Pittman



# Durham's Collective Vision

***We are the industry standard.***

***We set the benchmark for safe,  
reliable student transportation.***



# Durham's Collective Vision

## Districts choose us when:

- The cost of failure is too high
- Stability and Partnership matter



# Durham's Collective Vision

*...set us apart from the others*

- We do not aspire to be simply the largest.
- We commit to being the most dependable.
- At the peak, there is no ambiguity —  
only performance.



# **Durham's Mission**

**We provide safe, reliable  
student transportation  
that communities trust  
and families depend on.**



# Durham's Mission

## We bring:

- Operational Discipline
- Local Commitment
- Proven Safety Standards
- Clear Accountability



# Durham's Mission

- **Our role is to transport your students day in, and day out.**
- **We manage our fleet, so it performs consistently, responsibly, and safely.**
- **This is our operational baseline.**



# Setting the Benchmark in Student Transportation

**Student transportation** is one of the most **critical** services a school district provides, yet it remains one of the most **fragmented**.



# Setting the Benchmark in Student Transportation

We exist to bring structure, discipline, & stability to that environment.

## **Durham School Services will provide your district:**

- Operational Discipline
- Proven Safety Standards
- Financial Stability
- Clear Accountability



## Setting the Benchmark in Student Transportation

The results are a transportation provider that districts can depend on — **safe, predictable, & built to perform.**



## **Durham Difference: Drive to Provide Excellence**

**Excellence will assure exceptional customer service.**

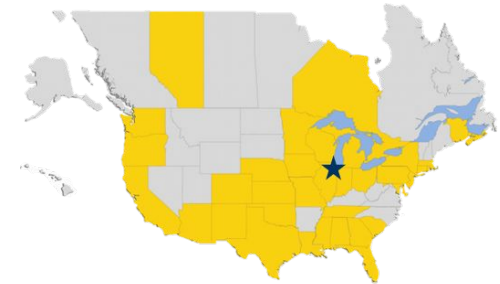
- All employees will receive customer service training
- Conduct two formal surveys each year
  - Bi-Annual Customer Service Survey
  - Feedback leads follow-up action plans.
- Can provide local tailored surveys for buildings and departments
- Ongoing communication with the Region Manager and Vice President
- **98% Customer Retention rate**



## Durham Difference: Local Team Supported by Experts

Resources of large company, yet you still receive local touch.

- **Region Manager, Mike Rennells**, lives in the Kansas City Area
- **Vice President, Brian Gibson**, has started multiple new contracts
- **Safety, Recruiting, Maintenance, HR, Labor Negotiations, & Finance experts.**
- Implement best practices & utilize Key Performance Indicators evolved from **decades of experience.**
- **Traversa experts** (Corporate Routing team) can assist local team to analyze routes and provide recommendations to improve cost-effectiveness.





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## **Durham Difference: Local Team Supported by Experts**

**Corporate experts will ensure  
Durham's proven programs are  
in place to assure the safest,  
most efficient service possible.**



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## **Durham Difference: High Caliber Local Team**

- **We add supervisory level staff**  
to improve communication & decisiveness.
- **We plan to exceed salary level of existing staff.**



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## **Durham Difference: High Caliber Local Team**

- General Manager
- Operations Supervisor
- Driver Recruiting & Safety Supervisor
- 2 Dispatchers
- Training Coordinator
- 1 Router
- Trip and Payroll Coordinator
- Cover Drivers w/ guaranteed hours daily
- Maintenance Supervisor
- 3 Technicians
- Part-time Driver Trainers
- Call-in Drivers

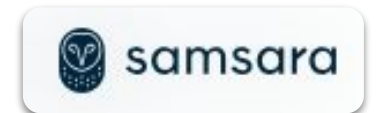
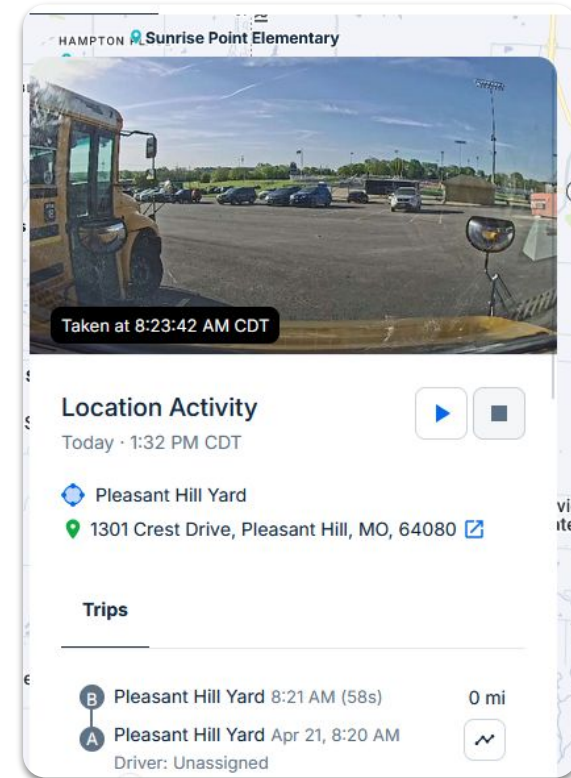


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## Durham Difference: Value Added Benefits

- **Zonar GPS and Electronic Vehicle Inspection Reporting (EVIR) System**
  - **Real-time access** to facts, helps with communicating & problem-solving
  - **GPS = reduced fuel consumption**, gives added savings
  - **Electronic child check reminder system** helps ensure follow-through
- **Samsara in-bus solution**
  - Assists in **managing student behavior**
  - **Additional layer of transparency**
  - Management **can track driver behaviors** in real time

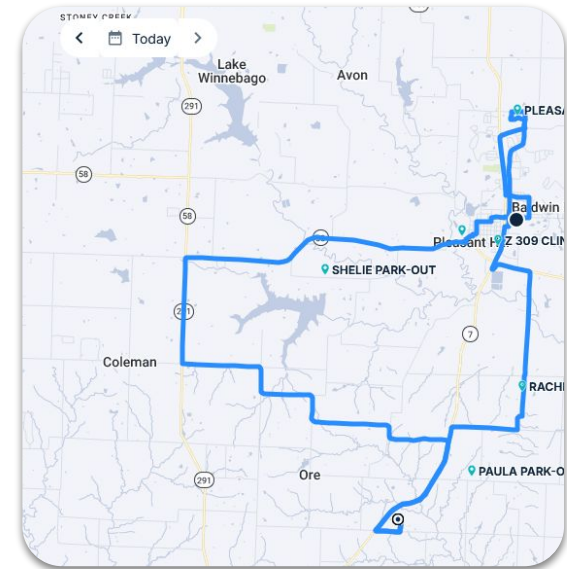
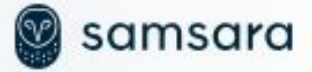




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## Durham Difference: Value Added Benefits

- **My Ride K-12 & Traversa Turn-by-Turn Directions**
  - **All assets linked** to the routing software
  - **Parents able to track their child's bus**
  - **Push notifications** keep parents informed
- **Byte Curve Operations System**
  - **Integrates with GPS** for data, driver check-in/out, pre-/post-trip inspections, and child checks
  - **Tracks on-time performance**
  - **Computerized dispatch, trip scheduling, & invoicing** (*Links directly to the payroll system to help manage excess time.*)
  - Can provide full transparency to **actual route times & vehicle activity reports** with Traversa



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# Transportation That Simply Works

Student transportation should be predictable, safe, and consistent.

We exist to make that the standard.



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