



**Governing Board Agenda Item**

Meeting Date: June 11, 2026

From: Mark Goligoski, Assistant Superintendent

Subject: MUSD Transportation Department Reorganization

Priority: To plan for future needs in a proactive, accountable manner

Consent  Action  Discussion

**Background:**

We have been engaged with Mr. Paul Novak from Gauge Precision Consulting to complete an audit and review of the operations of the Marana Unified School District (MUSD) Transportation Department. Mr. Novak’s efforts have helped us identify significant budget-saving options and opportunities to improve efficiency.

One recommendation he has shared is a reorganization of the department's organizational structure. Mr. Novak has worked with various districts throughout the country and recommends that a department the size of MUSD, which includes over 200 employees, should make the following adjustments:

- Adding an Assistant Director who can directly oversee trainers, dispatchers, field trips, and the managers who oversee our general education and Exceptional Student Services (ESS) route drivers.
- Adding two additional trainers. We currently have one full-time trainer and one who currently drives part-time and provides training at an increased pay rate when he is training other drivers. The two additional trainers will have the same responsibilities and expectations as the one who currently serves as a driver and trainer.
- Move the current ESS Operations Manager to an ESS Routing Technician, so they can focus on the unique and complex operations of providing transportation for students with special needs.

Some of the benefits of this reorganization include:

- An opportunity to move current managers to roles where they can better utilize their talents and strengths.
- Better serve the continuous and unique transportation needs of the twenty schools that are spread out over 550 square miles.
- Maintain consistency in operations as current department staff and leadership retire.

- Provide continuous training and oversight for all drivers and attendants as we remain focused on safety and staff development.

The maximum estimated cost to add an Assistant Director and two trainers, as well as move an Operations Manager to a Routing Technician will be between \$147,429.73 and \$155,297.34. M&O funds are available to cover the cost, though savings are expected due to a decrease in overtime and consolidation of routing.

**Recommended Motion:**

I move that the Governing Board approve the Marana Unified School District Transportation Department Reorganization Plan as presented.

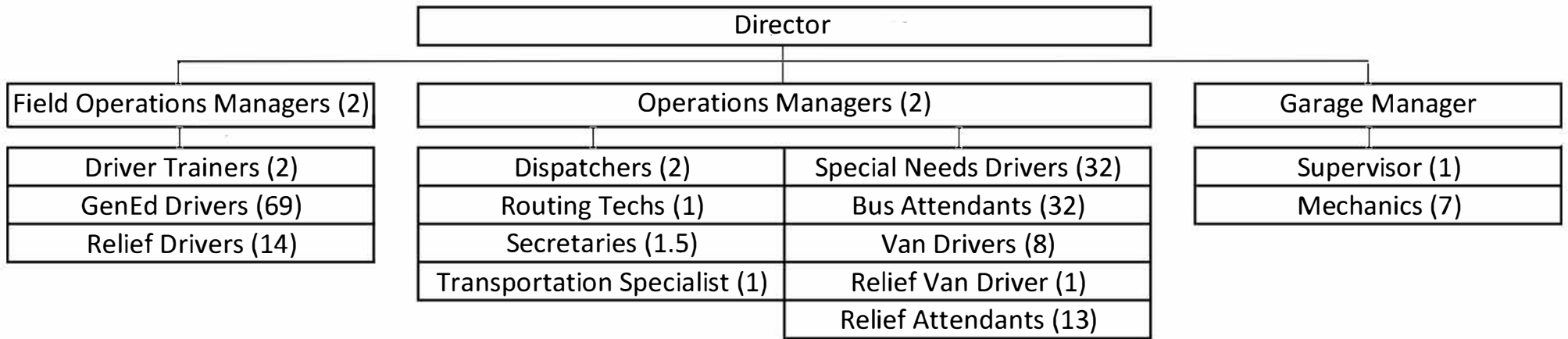
Approved for transmittal to the Governing Board:



Dr. Daniel Streeter, Superintendent

*Questions should be directed to: Mark Goligoski, Assistant Superintendent  
Phone: (520) 682-4757*

Marana Unified School District  
Transportation Department Organizational Chart



**MARANA UNIFIED SCHOOL DISTRICT  
TRANSPORTATION DEPARTMENT ORGANIZATIONAL CHART**

