

SBAC Meeting Minutes

Wednesday, March 18, 2026

Overview of BUSD Contracts & Services

Staff provided an overview of how contracts are used to support students, staff, and school operations. The goal was to help build a shared understanding of how resources are used across the district to:

- Provide specialized services we cannot offer in-house
- Fill staffing gaps, especially in hard-to-hire positions
- Meet legal and operational requirements
- Support student programs and daily operations

In many cases, contracts ensure students continue receiving services without interruption, even when positions are difficult to fill.

Types of Contracts

The district's contracts generally fall into these categories:

- Student Services:
Specialized supports such as therapy, interpreters, and nursing services for students with specific needs
- Technology & Software:
Tools used for instruction, communication, and student information systems
- Transportation:
Buses and travel for field trips, athletics, and other learning experiences
- Facilities & Operations:
Essential services like utilities, maintenance, internet, and equipment
- Legal & Compliance:
Audits, legal services, and required background checks
- Staff Training:
Professional development and required certifications for staff
- Contracted Staff:
Temporary staffing (e.g., special education teachers, instructional aides) when positions cannot be filled quickly

Staffing Challenges

The district continues to face challenges hiring for certain roles, including:

- Special education teachers
- Instructional assistants
- After-school program staff

These shortages are not unique to BUSD as they are being experienced statewide and nationally. As a result, the district sometimes works with outside agencies that can hire and place staff more quickly.

Plan to Reduce Contracts

To reduce reliance on contractors over time, the district is:

- Increasing recruitment and hiring efforts
- Raising compensation in key areas
- Creating new positions (e.g., behavior technicians)
- Working with labor partners to improve hiring pipelines

Recent progress includes hiring additional staff in some programs and reducing the number of contracted positions in those areas.

How Funds Are Used

- Approximately \$14.7 million in contracts come from the district's General Fund
- Additional contracts are funded through other sources (including facilities and insurance)
- Spending is tracked by category, vendor, and funding source to support transparency and oversight

Staff clarified that it is not about evaluating individual contracts, but about understanding overall patterns in resource allocation to support students, maintain operations, and respond to staffing challenges.