

BOARD AGENDA ITEM

September 13, 2022

SUBJECT:

Proposal to Address Bus Driver Shortage

BACKGROUND INFORMATION:

Our District, like many others, continues to deal with a significant shortage of bus drivers. We are currently short by approximately three dozen drivers. This puts a significant strain on current drivers who may be required to drive double or triple routes, school staff who work longer hours to supervise late-departing students, and families. The Administration continues to seek ways to recruit new drivers and retain employed drivers.

ADMINISTRATIVE CONSIDERATION:

The School Board approved a sign-on bonus and a bus driver retention bonus (which was based on physically driving a certain number of days each nine weeks) at its October 26, 2021, meeting. The sign-on bonus is scheduled to sunset September 30, 2022. The retention bonus concluded with the 2021 – 2022 school year.

Sign-On Bonus

To help attract new bus drivers, the Administration requests Board consideration to extend the sign-on bonus through the remainder of the 2022 – 2023 school year. Parameters would be similar to those approved last October:

- \$1,000 bonus overall
- \$500 would be paid shortly after initial hire (by the second paycheck) with the remaining \$500 paid upon completion of a driver's 90-day evaluation. Both bonuses would be paid on a regular pay date.
- Newly-hired, regular part-time or full-time drivers would be eligible. PRNs (temporary employees) would not be eligible unless moving to regular employment status.
- Employees working in other capacities (such as instruction aide, custodian or school food service operator) who newly add part-time or full-time bus responsibilities would be eligible for the bonus as long as he/she is eligible based on other parameters. [Current employees who begin driving in a PRN capacity will not be eligible for the bonus.]
- Anyone ineligible for the sign-on bonus when originally approved October 26, 2021, remains ineligible. This applies to current drivers or anyone who left employment subsequent to October 26, 2021, then returned.
- The sign-on bonus will be subject to payroll tax but not State retirement.

The cost associated with a sign-on bonus is difficult to gauge and would be dependent upon on the number of new hires.

Pay Scale Revision

To more permanently address retention of current bus drivers and to aid in the recruitment and retention of new drivers, the Administration recommends increasing each bus driver pay step by \$1.00 per hour. If approved, the bus driver starting step would increase from \$14.54 per hour to \$15.54 per hour. The revised pay scale would top out at \$24.66 per hour. The proposed increase is in lieu of a retention-type bonus that is based on drive days. The Administration recommends implementation of the new rate for current drivers to be retroactive to the first day of school for 2022 – 2023.

The estimated cost associated with the \$1.00 per step bus driver pay scale increase is \$300,000. Costs will be incurred by the General Fund.

RECOMMENDATION:

Approve continuation of the bus driver sign-on bonus and the increase in the bus driver pay scale

ATTACHMENT:

Excerpt for the revised pay scale, if a \$1.00 increase per step is approved

PREPARED BY:

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REVISED BUS
Hourly Scales
School Year 2022-2023

Note: Initial step placement is based on the service credit formula.

| Step | Support I | Support II | Support III | Bus Driver | Aide | SFS Manager | Clerk/ Office Staff | Support IV | Support V | Admin Assistant to Board & Supt | Support VI |
|------|-----------|------------|-------------|------------|----------|-------------|---------------------|------------|-----------|---------------------------------|------------|
| 0 | \$ 9.99 | \$ 11.72 | \$ 12.80 | \$15.54 | \$ 13.32 | \$ 14.42 | \$ 14.42 | \$ 14.72 | \$ 16.89 | \$ 20.22 | \$ 22.75 |
| 1 | \$ 10.18 | \$ 11.95 | \$ 13.06 | \$15.80 | \$ 13.59 | \$ 14.71 | \$ 14.71 | \$ 15.03 | \$ 17.23 | \$ 20.62 | \$ 23.20 |
| 2 | \$ 10.39 | \$ 12.20 | \$ 13.33 | \$16.09 | \$ 13.85 | \$ 15.00 | \$ 15.00 | \$ 15.33 | \$ 17.57 | \$ 21.04 | \$ 23.66 |
| 3 | \$ 10.60 | \$ 12.44 | \$ 13.60 | \$16.37 | \$ 14.13 | \$ 15.31 | \$ 15.31 | \$ 15.63 | \$ 17.92 | \$ 21.46 | \$ 24.14 |
| 4 | \$ 10.80 | \$ 12.69 | \$ 13.86 | \$16.68 | \$ 14.41 | \$ 15.62 | \$ 15.62 | \$ 15.94 | \$ 18.28 | \$ 21.89 | \$ 24.62 |
| 5 | \$ 11.02 | \$ 12.94 | \$ 14.14 | \$16.98 | \$ 14.70 | \$ 15.93 | \$ 15.93 | \$ 16.26 | \$ 18.65 | \$ 22.32 | \$ 25.11 |
| 6 | \$ 11.24 | \$ 13.21 | \$ 14.42 | \$17.30 | \$ 14.99 | \$ 16.24 | \$ 16.24 | \$ 16.59 | \$ 19.01 | \$ 22.77 | \$ 25.62 |
| 7 | \$ 11.47 | \$ 13.47 | \$ 14.71 | \$17.63 | \$ 15.29 | \$ 16.57 | \$ 16.57 | \$ 16.91 | \$ 19.41 | \$ 23.23 | \$ 26.13 |
| 8 | \$ 11.70 | \$ 13.74 | \$ 15.00 | \$17.96 | \$ 15.60 | \$ 16.90 | \$ 16.90 | \$ 17.26 | \$ 19.79 | \$ 23.70 | \$ 26.64 |
| 9 | \$ 11.93 | \$ 14.01 | \$ 15.31 | \$18.30 | \$ 15.91 | \$ 17.24 | \$ 17.24 | \$ 17.60 | \$ 20.19 | \$ 24.16 | \$ 27.18 |
| 10 | \$ 12.17 | \$ 14.29 | \$ 15.62 | \$18.67 | \$ 16.23 | \$ 17.58 | \$ 17.58 | \$ 17.95 | \$ 20.59 | \$ 24.64 | \$ 27.73 |
| 11 | \$ 12.41 | \$ 14.57 | \$ 15.93 | \$19.01 | \$ 16.56 | \$ 17.94 | \$ 17.94 | \$ 18.31 | \$ 21.00 | \$ 25.15 | \$ 28.29 |
| 12 | \$ 12.67 | \$ 14.87 | \$ 16.24 | \$19.37 | \$ 16.89 | \$ 18.30 | \$ 18.30 | \$ 18.68 | \$ 21.42 | \$ 25.65 | \$ 28.85 |
| 13 | \$ 12.92 | \$ 15.17 | \$ 16.57 | \$19.73 | \$ 17.23 | \$ 18.66 | \$ 18.66 | \$ 19.05 | \$ 21.85 | \$ 26.15 | \$ 29.43 |
| 14 | \$ 13.17 | \$ 15.47 | \$ 16.90 | \$20.10 | \$ 17.57 | \$ 19.04 | \$ 19.04 | \$ 19.43 | \$ 22.29 | \$ 26.68 | \$ 30.01 |
| 15 | \$ 13.44 | \$ 15.78 | \$ 17.24 | \$20.48 | \$ 17.92 | \$ 19.42 | \$ 19.42 | \$ 19.82 | \$ 22.73 | \$ 27.21 | \$ 30.61 |
| 16 | \$ 13.71 | \$ 16.09 | \$ 17.58 | \$20.86 | \$ 18.28 | \$ 19.81 | \$ 19.81 | \$ 20.22 | \$ 23.18 | \$ 27.76 | \$ 31.23 |
| 17 | \$ 13.98 | \$ 16.41 | \$ 17.93 | \$21.28 | \$ 18.65 | \$ 20.20 | \$ 20.20 | \$ 20.62 | \$ 23.65 | \$ 28.31 | \$ 31.85 |
| 18 | \$ 14.26 | \$ 16.75 | \$ 18.29 | \$21.68 | \$ 19.01 | \$ 20.60 | \$ 20.60 | \$ 21.04 | \$ 24.12 | \$ 22.88 | \$ 32.49 |
| 19 | \$ 14.55 | \$ 17.08 | \$ 18.66 | \$22.09 | \$ 19.39 | \$ 21.01 | \$ 21.01 | \$ 21.45 | \$ 24.60 | \$ 29.46 | \$ 33.14 |
| 20 | \$ 14.84 | \$ 17.43 | \$ 19.04 | \$22.52 | \$ 19.79 | \$ 21.44 | \$ 21.44 | \$ 21.89 | \$ 25.09 | \$ 30.05 | \$ 33.79 |
| 21 | \$ 15.14 | \$ 17.77 | \$ 19.42 | \$22.94 | \$ 20.18 | \$ 21.86 | \$ 21.86 | \$ 22.32 | \$ 25.59 | \$ 30.64 | \$ 34.48 |
| 22 | \$ 15.44 | \$ 18.13 | \$ 19.80 | \$23.37 | \$ 20.59 | \$ 22.30 | \$ 22.30 | \$ 22.77 | \$ 26.11 | \$ 31.26 | \$ 35.17 |
| 23 | \$ 15.75 | \$ 18.49 | \$ 20.20 | \$23.79 | \$ 20.99 | \$ 22.75 | \$ 22.75 | \$ 23.23 | \$ 26.63 | \$ 31.88 | \$ 35.87 |
| 24 | \$ 16.06 | \$ 18.86 | \$ 20.60 | \$24.21 | \$ 21.42 | \$ 23.20 | \$ 23.20 | \$ 23.68 | \$ 27.17 | \$ 32.52 | \$ 36.59 |
| 25 | \$ 16.38 | \$ 19.25 | \$ 21.01 | \$24.66 | \$ 21.84 | \$ 23.66 | \$ 23.66 | \$ 24.16 | \$ 27.71 | \$ 33.17 | \$ 37.32 |