

BOARD AGENDA ITEM

December 13, 2022

SUBJECT:

Proposed Salary Scale for Sped Bus Driver, Sped Bus Monitors, and Sped Aides

BACKGROUND INFORMATION:

Our District, like many others, continues to deal with a critical shortage of special education bus drivers, bus monitors, and aides. Transporting medically-fragile students and assisting students with special needs throughout the day requires additional levels of responsibility and care.

ADMINISTRATIVE CONSIDERATION:

The Administration believes a new salary scale for special education bus drivers, bus monitors, and aides would work as a recruiting tool and would incentivize current employees to maintain employment serving students with special needs. The proposed new scales would add \$1 per hour to the current bus driver, bus monitor, and aide scales, providing additional compensation for the additional responsibility and care required in these roles. The new salary scales would be effective January 23, 2023, the first day of the second semester.

The net cost is estimated at approximately \$300,000 for the 2022-2023 school year, and at \$600,000 annually beginning in the 2023-2024 school year. The increase for the remainder of this year would be offset against current year vacancies. The additional costs in future years would be covered by the SPED maintenance of effort budget.

RECOMMENDATION:

Approve implementation of new salary scale for special education bus drivers, special education bus monitors, and special education aides.

ATTACHMENT:

Proposed Salary Schedule Addendum for Hourly Scales - Special Education

PREPARED BY:

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PROPOSED SALARY SCHEDULE ADDENDUM
Hourly Scales - Special Education
School Year 2022-2023

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

Step	SPED Bus Monitor	SPED Aide	SPED Bus Driver	SPED I	SPED II
0	\$ 10.99	\$ 14.32	\$ 16.54	\$ 15.72	\$ 25.14
1	\$ 11.18	\$ 14.59	\$ 16.80	\$ 16.03	\$ 25.62
2	\$ 11.39	\$ 14.85	\$ 17.09	\$ 16.33	\$ 26.11
3	\$ 11.60	\$ 15.13	\$ 17.37	\$ 16.63	\$ 26.62
4	\$ 11.80	\$ 15.41	\$ 17.68	\$ 16.94	\$ 27.13
5	\$ 12.02	\$ 15.70	\$ 17.98	\$ 17.26	\$ 27.64
6	\$ 12.24	\$ 15.99	\$ 18.30	\$ 17.59	\$ 28.18
7	\$ 12.47	\$ 16.29	\$ 18.63	\$ 17.91	\$ 28.73
8	\$ 12.70	\$ 16.60	\$ 18.96	\$ 18.26	\$ 29.29
9	\$ 12.93	\$ 16.91	\$ 19.30	\$ 18.60	\$ 29.85
10	\$ 13.17	\$ 17.23	\$ 19.67	\$ 18.95	\$ 30.43
11	\$ 13.41	\$ 17.56	\$ 20.01	\$ 19.31	\$ 31.01
12	\$ 13.67	\$ 17.89	\$ 20.37	\$ 19.68	\$ 31.61
13	\$ 13.92	\$ 18.23	\$ 20.73	\$ 20.05	\$ 32.23
14	\$ 14.17	\$ 18.57	\$ 21.10	\$ 20.43	\$ 32.85
15	\$ 14.44	\$ 18.92	\$ 21.48	\$ 20.82	\$ 33.49
16	\$ 14.71	\$ 19.28	\$ 21.86	\$ 21.22	\$ 34.14
17	\$ 14.98	\$ 19.65	\$ 22.28	\$ 21.62	\$ 34.79
18	\$ 15.26	\$ 20.01	\$ 22.68	\$ 22.04	\$ 35.48
19	\$ 15.55	\$ 20.39	\$ 23.09	\$ 22.45	\$ 36.17
20	\$ 15.84	\$ 20.79	\$ 23.52	\$ 22.89	\$ 36.87
21	\$ 16.14	\$ 21.18	\$ 23.94	\$ 23.32	\$ 37.59
22	\$ 16.44	\$ 21.59	\$ 24.37	\$ 23.77	\$ 38.32
23	\$ 16.75	\$ 21.99	\$ 24.79	\$ 24.23	\$ 39.09
24	\$ 17.06	\$ 22.42	\$ 25.21	\$ 24.68	\$ 39.87
25	\$ 17.38	\$ 22.84	\$ 25.66	\$ 25.16	\$ 40.67

SPED I - Sign Language Facilitator Level I, Educational Interpreter Level I

SPED II - Sign Language Facilitator Level II, Educational Interpreter Level II

EFFECTIVE DATE: *The effective date of the new scales is January 23, 2023, the first day of the second semester.*