

BOARD AGENDA ITEM

October 24, 2023

SUBJECT:

Proposed Incentive to Address Bus Driver Shortage in Area Four

BACKGROUND INFORMATION:

The District continues to deal with a critical bus driver shortage in Area Four which results in some consistent late morning arrivals and evening drop-offs. While bus driver shortages impact all areas of the District, Area Four's shortage, and specifically in the Wagener area, is the most severe.

ADMINISTRATIVE CONSIDERATION:

The Administration requests consideration for paying a bonus to drivers in Area Four. This Area borders another school district that offers more competitive bus driver pay. The more competitive pay of the neighboring district attracts potential candidates who might otherwise consider employment with ACPSD or those already employed by ACPSD. This bonus will serve more as a stopgap measure pending 2024 – 2025 budget discussions which should also be supported by the results from the salary study's comparisons.

Proposed bonus parameters

- \$750 bonus overall per quarter, up to a total of \$3,000 for the year. [The Administration proposes retroactive application to the first day of the school year, if approved. *As an alternative if retroactive implementation is not approved, paying \$1,000 per quarter over the final three quarters of 2023 – 2024.*]
- A half bonus would be paid to drivers of a.m. only or p.m. only routes.
- The bonus would be pro-rated, if necessary, for late hires, extended leave, an abundance of absences, etc.
- Transportation supervisor and transportation secretaries are also eligible, if driving.
- Bus monitors are not eligible unless also serving as a driver.
- Bonuses are intended for regular Area Four bus route drivers and would not apply to someone solely driving activity buses or in other capacities.
- Bonuses would be paid shortly after the conclusion of each quarter.
- The bonus is for 2023 – 2024 only. Continuation in subsequent years will require Board approval.

The bonus would be subject to payroll tax but not State retirement. The estimated cost is not expected to exceed \$50,000 for the 2023 – 2024 school year, pending approval of parameters.

RECOMMENDATION:

Approve implementation of bonuses for Area Four bus drivers

PREPARED BY:

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