

# REPORT SUMMARY SHEET

**BOARD MEETING DATE:** May 21, 2018

**TITLE AND BRIEF DESCRIPTION:** Bus Driver Pay

With school, getting out twenty minutes later next year we are preparing options to assist with activity trips after school.

**ACTION DESIRED:**

Approval

**BACKGROUND:**

Currently, several bus drivers are able to drive their routes and then pick up the students for their activity that night. Drivers are paid for their route at their current route pay and then \$10 an hour for the activity trip. For example: a typical night they would make \$36 for their route plus \$50 for the trip for a total of \$86. That would have them leaving the school at 4:15 pm and getting home at 9:15 pm. If the activity needs to leave early, the driver would only make \$10 an hour because they could not drive their route. Using the example above if the bus left at 3:15 pm and got home at 10:15 pm they would only make \$70 and they would be working an hour more. High School has approximately 150 extra duty trips a year and Middle School has approximately 50 trips a year.

**GOALS:** Have enough bus drivers to cover our routes and trips. We also want to improve our substitute bus driver pool.

**OPTIONS/ALTERNATIVES CONSIDERED:**

1. The first option is that we would pay the route driver at their route pay for the first two hours and fifteen minutes (2:15) of the extra duty trip. Then we would pay \$10 an hour for every hour after that. Therefore, if the extra duty trip leaves at 3:30 pm the driver would be paid their route pay until 5:45 pm. Then from 5:45 pm, until they get home at 9:45 pm they would make \$10 an hour. The total would be \$76 if their route pay were \$36.
2. An additional option is to pay any coach that is willing to drive the regular bus on activity trips \$50 per trip. Regular bus drivers will have the first right of refusal for the activity trip. This would encourage coaches to drive the bus. This does not include golf as that is paid at \$30 per trip because they use a small bus. It also does not include our Agriculture teachers as driving a bus is an expectation for them when they are hired.
3. Another option is to increase substitute bus pay to Step 1 of the salary schedule. We believe that will improve our candidate pool. That would be an increase of \$6 per route.

**RECOMMENDATION:** I move that we accept option one, two, and three as presented.

**IMPLICATIONS OF ADOPTION/REJECTION OF RECOMMENDATION:**

If adopted, the school district will incur a minimal cost for implementation of the program. If rejected we would not incur any additional cost but we might have difficulty in finding drivers to make all of our extra duty trips.

**TIMELINE:**

Immediately.

**RESPONSIBLE PERSONS:** Clare Herriman

**SUPERINTENDENT'S APPROVAL:**

*Math Davis*

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For the purpose of submitting report