

Bus Driver Recruitment & Retention Incentive Proposal

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Board of Education Work-Session
August 29, 2023

Desired Outcomes

Board Members will gain an understanding of:

- Proposed changes to the Bus Driver Sign-on incentive for new hires
- Proposed new \$1,000 Bus Driver Retention incentive; and
- Next steps

Sign-On Incentive for Bus Driver New Hires

Current Structure

- \$1,200 total
- \$400 paid after first 3 months
- \$800 paid after first year

Proposed New Structure

- \$1,200 paid upon employment as a permanent bus driver
- Paid on soonest available payroll
- Full payment with first paycheck

Benefits

- Transitions Sign-On Incentive to laser focus on recruitment
- Drivers receive a fuller first paycheck regardless of time of year of hire

Retention Incentive for Returning Drivers

- \$1,000 Bus Driver Retention Incentive
- All permanent 10 and 12-month drivers & permanent full-time subs eligible
- Paid in special mid-month September payroll
- 10-month drivers returning from summer receive fuller pay in September

Bus Driver Incentive Proposal Funding

\$1,200 Sign-On Incentive

- Funding already established for Sign-On Incentive
- Recommended change only shifts timing of payment

\$1,000 Retention Incentive for returning Drivers

- \$625k in funding estimated
- Transportation will adjust existing budget to support
- Intended to be a recurring beginning of the year Retention Incentive

Next Steps

- Discussion / Questions
- Presentation for information today
- Request approval at September 5, 2023 Board Meeting
- Communication to drivers about recommendations

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