

Pay proposal for non-transportation employees serving as bus monitors or drivers

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Transportation Core Team

- Transportation Core Team formed in August 2022
- Team focus: bus driver recruitment and improving student behavior on buses and cabs
- Developed [Bus and Cab Rider Code of Conduct](#)
- System implemented with drivers, school administrators, students and families in September 2022
- Feedback has been very positive

Pay Proposal Context

- Team continued to explore additional ways to support bus drivers and secure more drivers to cover routes
- Developed proposal to pay non-transportation employees (certified and non-certified) to serve as bus monitors or drivers for routes assigned to or in close proximity to their schools
- Proposal supported by district leaders and Transportation Core Team

Bus Monitor Proposal

- Certified and non-certified employees will be paid to ride bus routes assigned to or in close proximity to their schools that have been identified as needing additional adult supervision
- Participating employees to be paid on Grade 17 (Bus Safety Assistant)
 - Step 00 begins at \$16/hr
 - Employees paid at step corresponding with years of experience in their primary position
 - Non-exempt employees paid overtime for hours over 40 as required by law
- Transportation staff worked with school administrators to identify 19 schools with 48 eligible routes

Bus Driver Proposal

- Certified and non-certified employees **who have CDLs** will be paid to cover bus routes assigned to or in close proximity to their schools
- Participating employees to be paid on Grade 20 (Bus Driver)
 - Step 00 begins at \$17.20/hr
 - Employees paid at step corresponding with years of experience in their primary position
 - Non-exempt employees paid overtime for hours over 40 as required by law

Next Steps

- Board approval requested tonight
- Communications to school administrators, current transportation staff and recruitment of staff in participating schools
- Collect and review feedback from participants to inform program moving forward

Questions & Discussion

