

2025-2026 Compensation Plan Adjustments



Bob Mabry
Assistant Superintendent
Regular Board Meeting
September 24, 2025

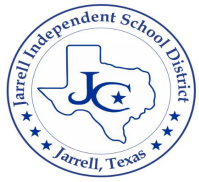
Bus Driver Shortage

- Competing districts attract drivers with higher pay rates.
- JISD faces ongoing difficulty recruiting new drivers, largely due to pay.
- Increasing pay will make JISD more competitive in the job market.
- Additional drivers will ensure we meet the growing transportation needs of our students.



Transportation Needs

- Shortage of bus driver and monitors.
- Driver pay for area districts
= \$22.00/hr.
- Over the summer, three drivers left
the district for higher pay rates.



Proposal

Current base pay for Drivers = \$21.00/hr.

Current - Base pay Monitors = \$15.00/hr.

Proposing to increase base pay by \$1.00/hr to Drivers and Monitors to better compete.

Current Transportation Staff Members Eligible = 52.

Estimated Budget impact = \$125K.



Scale Adjustments

PG	JOB TITLE	CALENDAR		MIN	MID	MAX
3			Hourly	\$16.00	\$19.00	\$22.00
	Bus Monitor	175	175 Days	16,800	19,950	23,100
6			Hourly	\$22.00	\$26.20	\$30.40
	Bus Driver	175	175 Days	23,100	27,510	31,920

