

Executive Summary

Prepared for Board of Trustees Meeting

September 22, 2020

Bus Driver, Bus Driver Assistant, and Trainee Compensation

Board Goal:

Demonstrate effective and efficient management of district resources.

Purpose of Report

Denton ISD Bus driver compensation needs to be more competitive with the other school districts we compare to in our market. Furthermore, other transportation services in the area significantly pay a higher hourly rate for their employees. At the time of this workshop submission, we have lost 40 bus drivers to other districts or transportation services.

Objectives

- Increase the hourly rate for Bus Drivers and Bus Driver Assistants retroactive to September 6, 2020 to be reflective in the September 25th payroll.
- Move Bus Drivers, Bus Drivers Assistants, and Bus Driver Trainees to a separated pay plan for future adjustments if the market fluctuates.
- Stay competitive with Bus Driver, Bus Driver Assistant, and Bus Driver Trainee's compensation compared to other districts and other transportation services.

Operational Impact

The impact on increasing Bus Drivers, Bus Driver Assistants, and Bus Driver Trainees under a normal year would be close to \$500,000 (field trips are included in this impact). The impact on this year's budget is relatively fluid because of the COVID pandemic. The impact could potentially be between \$300,000 and \$400,000.

Results

The increase of \$3.25 per hour for Bus Drivers and \$1.04 for Bus Driver Assistants will elevate Denton ISD to be in the top quartile of hourly rates compared to our market and other transportation services. This will encourage our current drivers and driver assistants to remain employed with Denton ISD and potentially cause those drivers who have left to return.

Other Options

The market for Bus Drivers has been volatile for the last several years. In the recent past, we have increased the hourly rate for drivers and other transportation employees to remain competitive enough to maintain a full roster of drivers necessary to transport our students safely.

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However, the hourly rates have increased rapidly and consistently across the Dallas-Fort Worth Area and around the state. We do not have any other options at this time.