

- Comparison of Current Pay Rate compared to \$17.00 - \$15.00 hour going forward.

* Route hours listed are for regular routes only							
Drivers	Years of	Current	Current	\$17.00	\$16.50	\$16.00	\$15.00
Start Date	service	hours	Pay Rate	Pay rate	Route	Route	Route
	2013-14						
Aug-77	37 years	6 hrs	\$23.18	\$25.18	\$25.18	\$25.18	\$25.18
Aug-90	24 years	4.96 hrs	\$23.10	\$25.10	\$25.10	\$25.10	\$25.10
Feb-95	19 years	Spec Ed	\$21.12	\$22.12	\$22.12	\$22.12	\$22.12
Oct-95	19 years	5.21 hrs	\$20.48	\$21.48	\$21.48	\$21.48	\$21.48
Jan-96	18 years	4.42 hrs	\$20.50	\$21.50	\$21.50	\$21.50	\$21.50
Apr-97	17 years	5.40 hrs	\$19.36	\$20.36	\$20.36	\$20.36	\$20.36
Sep-03	11 years	5.74 hrs	\$15.41	\$18.00	\$17.50	\$17.00	\$16.41
Aug-04	10 years	5.75 hrs	\$15.41	\$18.00	\$17.50	\$17.00	\$16.41
Feb-05	9 years	4.50 hrs	\$14.41	\$18.00	\$17.50	\$17.00	\$16.00
Sep-10	4 years	5 hrs	\$13.70	\$17.50	\$17.00	\$16.50	\$15.50
Aug-12	2 years	4.58 hrs	\$13.00	\$17.00	\$16.50	\$16.00	\$15.00
Aug-12	2 years	4.50 hrs	\$13.00	\$17.00	\$16.50	\$16.00	\$15.00
Feb-13	1 year	5.17 hrs	\$13.00	\$17.00	\$16.50	\$16.00	\$15.00
Oct-13	1 year	4.75 hrs	\$13.00	\$17.00	\$16.50	\$16.00	\$15.00
Nov-13	1 year	Spec Ed	\$13.00	\$17.00	\$16.50	\$16.00	\$15.00

A- B Current hrs/Pay Rate compared to Apx new hrs/\$17.00 PayRate/Percentage loss

C-D Plugs in one Kindy/Pre-K EC route possibility with effects to pay Percent loss

E-F Current Pay Rate to \$16.50 Rate

A:	Current hours	Present Pay Rate	Daily Salary	Yearly Salary	B:	hours	\$17.00 Pay rate	Daily Salary	Percent Loss	New Salary
6	6 hours	\$23.18	\$ 139.08	\$ 24,339.00	3.25	3.25 hours	\$25.18	\$ 81.84	41%	\$ 14,321.13
4.96	4.96 hours	\$23.10	\$ 114.58	\$ 20,050.80	3.25	3.25 hours	\$25.10	\$ 81.58	29%	\$ 14,275.63
7.75	Special Ed	\$21.12	\$ 163.68	\$ 28,644.00	3.25	Special Ed	\$22.12	\$ 71.89	56%	\$ 12,580.75
5.21	5.21 hours	\$20.48	\$ 106.70	\$ 18,672.64	3.25	3.25 hours	\$21.48	\$ 69.81	35%	\$ 12,216.75
4.42	4.42 hours	\$20.50	\$ 90.61	\$ 15,856.75	3.25	3.25 hours	\$21.50	\$ 69.88	23%	\$ 12,228.13
5.4	5.40 hours	\$19.36	\$ 104.54	\$ 18,295.20	3.25	3.25 hours	\$20.36	\$ 66.17	37%	\$ 11,579.75
5.74	5.74 hours	\$15.41	\$ 88.45	\$ 15,479.35	3.25	3.25 hours	\$18.00	\$ 58.50	34%	\$ 10,237.50
5.75	5.75 hours	\$15.41	\$ 88.61	\$ 15,506.31	3.25	3.25 hours	\$18.00	\$ 58.50	34%	\$ 10,237.50
4.5	4.50 hours	\$14.41	\$ 64.85	\$ 11,347.88	3.25	3.25 hours	\$18.00	\$ 58.50	10%	\$ 10,237.50
5	5 hours	\$13.70	\$ 68.50	\$ 11,987.50	3.25	3.25 hours	\$17.50	\$ 56.88	17%	\$ 9,953.13
4.58	4.58 hours	\$13.00	\$ 59.54	\$ 10,419.50	3.25	3.25 hours	\$17.00	\$ 55.25	7%	\$ 9,668.75
4.5	4.50 hours	\$13.00	\$ 58.50	\$ 10,237.50	3.25	3.25 hours	\$17.00	\$ 55.25	6%	\$ 9,668.75
5.17	5.17 hours	\$13.00	\$ 67.21	\$ 11,761.75	3.25	3.25 hours	\$17.00	\$ 55.25	18%	\$ 9,668.75
4.75	4.75 hours	\$13.00	\$ 61.75	\$ 10,806.25	3.25	3.25 hours	\$17.00	\$ 55.25	11%	\$ 9,668.75
3.25	Special Ed	\$13.00	\$ 42.25	\$ 7,393.75	3.25	Special Ed	\$17.00	\$ 55.25	-31%	\$ 9,668.75

Graph C and D compare wages with the potential of each of the top 5 drivers taking a Kindergarten and/or Pre-K/EC route or combination of both

C:	Current hours	Present Pay Rate	Daily Salary	Yearly Salary	Kindy's PreK/EC	D:	hours	\$17.00 Pay rate	Daily Salary	Percent Loss	New Salary
6	6 hours	\$23.18	\$ 139.08	\$ 24,339.00	2.00	5.25	3.25 hours	\$25.18	\$ 132.20	5%	\$ 23,134.13
7.58	4.96 hours	\$23.10	\$ 175.10	\$ 30,642.15	3.00	6.25	3.25 hours	\$25.10	\$ 156.88	10%	\$ 27,453.13
7.75	Special Ed	\$21.12	\$ 163.68	\$ 28,644.00	3.00	6.25	Special Ed	\$22.12	\$ 138.25	16%	\$ 24,193.75
7.67	5.21 hours	\$20.48	\$ 157.08	\$ 27,489.28	1.00	4.25	3.25 hours	\$21.48	\$ 91.29	42%	\$ 15,975.75
7.25	4.42 hours	\$20.50	\$ 148.63	\$ 26,009.38	1.00	4.25	3.25 hours	\$21.50	\$ 91.38	39%	\$ 15,990.63
7.5	5.40 hours	\$19.36	\$ 145.20	\$ 25,410.00		3.25	3.25 hours	\$20.36	\$ 66.17	54%	\$ 11,579.75
7.67	5.74 hours	\$15.41	\$ 118.19	\$ 20,684.07		3.25	3.25 hours	\$18.00	\$ 58.50	51%	\$ 10,237.50
6.75	5.75 hours	\$15.41	\$ 104.02	\$ 18,203.06		3.25	3.25 hours	\$18.00	\$ 58.50	44%	\$ 10,237.50
4.17	4.50 hours	\$14.41	\$ 60.09	\$ 10,515.70		3.25	3.25 hours	\$18.00	\$ 58.50	3%	\$ 10,237.50
6.83	5 hours	\$13.70	\$ 93.57	\$ 16,374.93		3.25	3.25 hours	\$17.50	\$ 56.88	39%	\$ 9,953.13
4.75	4.58 hours	\$13.00	\$ 61.75	\$ 10,806.25		3.25	3.25 hours	\$17.00	\$ 55.25	11%	\$ 9,668.75
4.58	4.50 hours	\$13.00	\$ 59.54	\$ 10,419.50		3.25	3.25 hours	\$17.00	\$ 55.25	7%	\$ 9,668.75
5.17	5.17 hours	\$13.00	\$ 67.21	\$ 11,761.75		3.25	3.25 hours	\$17.00	\$ 55.25	18%	\$ 9,668.75
4.83	4.75 hours	\$13.00	\$ 62.79	\$ 10,988.25		3.25	3.25 hours	\$17.00	\$ 55.25	12%	\$ 9,668.75
3.25	Special Ed	\$13.00	\$ 42.25	\$ 7,393.75		3.25	Special Ed	\$17.00	\$ 55.25	-31%	\$ 9,668.75

*Special Ed Routes were not calculated into overall savings due to continual changes. Only Regular AM and PM Route:

E:	Current hours	Present Pay Rate	Daily Salary	Yearly Salary	F:	hours	\$16.50 Pay rate	Daily Salary	Percent Loss	New Salary
6	6 hours	\$23.18	\$ 139.08	\$ 24,339.00	3.25	3.25 hours	\$25.18	\$ 81.84	41%	\$ 14,321.13
4.96	4.96 hours	\$23.10	\$ 114.58	\$ 20,050.80	3.25	3.25 hours	\$25.10	\$ 81.58	29%	\$ 14,275.63
7.75	Special Ed	\$21.12	\$ 163.68	\$ 28,644.00	3.25	Special Ed	\$22.12	\$ 71.89	56%	\$ 12,580.75
5.21	5.21 hours	\$20.48	\$ 106.70	\$ 18,672.64	3.25	3.25 hours	\$21.48	\$ 69.81	35%	\$ 12,216.75
4.42	4.42 hours	\$20.50	\$ 90.61	\$ 15,856.75	3.25	3.25 hours	\$21.50	\$ 69.88	23%	\$ 12,228.13
5.4	5.40 hours	\$19.36	\$ 104.54	\$ 18,295.20	3.25	3.25 hours	\$20.36	\$ 66.17	37%	\$ 11,579.75
5.74	5.74 hours	\$15.41	\$ 88.45	\$ 15,479.35	3.25	3.25 hours	\$17.50	\$ 56.88	36%	\$ 9,953.13
5.75	5.75 hours	\$15.41	\$ 88.61	\$ 15,506.31	3.25	3.25 hours	\$17.50	\$ 56.88	36%	\$ 9,953.13
4.5	4.50 hours	\$14.41	\$ 64.85	\$ 11,347.88	3.25	3.25 hours	\$17.50	\$ 56.88	12%	\$ 9,953.13
5	5 hours	\$13.70	\$ 68.50	\$ 11,987.50	3.25	3.25 hours	\$17.00	\$ 55.25	19%	\$ 9,668.75
4.58	4.58 hours	\$13.00	\$ 59.54	\$ 10,419.50	3.25	3.25 hours	\$16.50	\$ 53.63	10%	\$ 9,384.38
4.5	4.50 hours	\$13.00	\$ 58.50	\$ 10,237.50	3.25	3.25 hours	\$16.50	\$ 53.63	8%	\$ 9,384.38
5.17	5.17 hours	\$13.00	\$ 67.21	\$ 11,761.75	3.25	3.25 hours	\$16.50	\$ 53.63	20%	\$ 9,384.38
4.75	4.75 hours	\$13.00	\$ 61.75	\$ 10,806.25	3.25	3.25 hours	\$16.50	\$ 53.63	13%	\$ 9,384.38
3.25	Special Ed	\$13.00	\$ 42.25	\$ 7,393.75	3.25	Special Ed	\$16.50	\$ 53.63	-27%	\$ 9,384.38

G – H Compares Current Pay Rate to \$16.00 Percent Loss

I – J Compares Current Pay Rate to \$15.00 Percent Loss

G:					H:						
	Current hours	Present Pay Rate	Daily Salary	Yearly Salary		hours	\$16.00 Pay rate	Daily Salary	Percent Loss	New Salary	
6	6 hours	\$23.13	\$ 139.08	\$ 24,339.00	3.25	3.25 hours	\$25.18	\$ 81.84	41%	\$ 14,321.13	\$ 10,017.88
4.96	4.96 hours	\$23.10	\$ 114.58	\$ 20,050.80	3.25	3.25 hours	\$25.10	\$ 81.58	29%	\$ 14,275.63	\$ 5,775.18
7.75	Special Ed	\$21.12	\$ 163.68	\$ 28,644.00	3.25	Special Ed	\$22.12	\$ 71.89	56%	\$ 12,580.75	\$ 16,063.25
5.21	5.21 hours	\$20.43	\$ 106.70	\$ 18,672.64	3.25	3.25 hours	\$21.48	\$ 69.81	35%	\$ 12,216.75	\$ 6,455.89
4.42	4.42 hours	\$20.50	\$ 90.61	\$ 15,856.75	3.25	3.25 hours	\$21.50	\$ 69.88	23%	\$ 12,228.13	\$ 3,628.63
5.4	5.40 hours	\$19.35	\$ 104.54	\$ 18,295.20	3.25	3.25 hours	\$20.36	\$ 66.17	37%	\$ 11,579.75	\$ 6,715.45
5.74	5.74 hours	\$15.41	\$ 88.45	\$ 15,479.35	3.25	3.25 hours	\$17.00	\$ 55.25	38%	\$ 9,668.75	\$ 5,810.60
5.75	5.75 hours	\$15.41	\$ 88.61	\$ 15,506.31	3.25	3.25 hours	\$17.00	\$ 55.25	38%	\$ 9,668.75	\$ 5,837.56
4.5	4.50 hours	\$14.41	\$ 64.85	\$ 11,347.88	3.25	3.25 hours	\$17.00	\$ 55.25	15%	\$ 9,668.75	\$ 1,679.13
5	5 hours	\$13.70	\$ 68.50	\$ 11,987.50	3.25	3.25 hours	\$16.50	\$ 53.63	22%	\$ 9,384.38	\$ 2,603.13
4.58	4.58 hours	\$13.00	\$ 59.54	\$ 10,419.50	3.25	3.25 hours	\$16.00	\$ 52.00	13%	\$ 9,100.00	\$ 1,319.50
4.5	4.50 hours	\$13.00	\$ 58.50	\$ 10,237.50	3.25	3.25 hours	\$16.00	\$ 52.00	11%	\$ 9,100.00	\$ 1,137.50
5.17	5.17 hours	\$13.00	\$ 67.21	\$ 11,761.75	3.25	3.25 hours	\$16.00	\$ 52.00	23%	\$ 9,100.00	\$ 2,661.75
4.75	4.75 hours	\$13.00	\$ 61.75	\$ 10,806.25	3.25	3.25 hours	\$16.00	\$ 52.00	16%	\$ 9,100.00	\$ 1,706.25
3.25	Special Ed	\$13.00	\$ 42.25	\$ 7,393.75	3.25	Special Ed	\$16.00	\$ 52.00	-23%	\$ 9,100.00	\$ (1,706.25)
I:					J:						
	Current hours	Present Pay Rate	Daily Salary	Yearly Salary		hours	\$15.00 Pay rate	Daily Salary	Percent Loss	New Salary	
6	6 hours	\$23.13	\$ 139.08	\$ 24,339.00	3.25	3.25 hours	\$25.18	\$ 81.84	41%	\$ 14,321.13	\$ 10,017.88
4.96	4.96 hours	\$23.10	\$ 114.58	\$ 20,050.80	3.25	3.25 hours	\$25.10	\$ 81.58	29%	\$ 14,275.63	\$ 5,775.18
7.75	Special Ed	\$21.12	\$ 163.68	\$ 28,644.00	3.25	Special Ed	\$22.12	\$ 71.89	56%	\$ 12,580.75	\$ 16,063.25
5.21	5.21 hours	\$20.43	\$ 106.70	\$ 18,672.64	3.25	3.25 hours	\$21.48	\$ 69.81	35%	\$ 12,216.75	\$ 6,455.89
4.42	4.42 hours	\$20.50	\$ 90.61	\$ 15,856.75	3.25	3.25 hours	\$21.50	\$ 69.88	23%	\$ 12,228.13	\$ 3,628.63
5.4	5.40 hours	\$19.35	\$ 104.54	\$ 18,295.20	3.25	3.25 hours	\$20.36	\$ 66.17	37%	\$ 11,579.75	\$ 6,715.45
5.74	5.74 hours	\$15.41	\$ 88.45	\$ 15,479.35	3.25	3.25 hours	\$16.41	\$ 53.33	40%	\$ 9,333.19	\$ 6,146.16
5.75	5.75 hours	\$15.41	\$ 88.61	\$ 15,506.31	3.25	3.25 hours	\$16.41	\$ 53.33	40%	\$ 9,333.19	\$ 6,173.13
4.5	4.50 hours	\$14.41	\$ 64.85	\$ 11,347.88	3.25	3.25 hours	\$16.00	\$ 52.00	20%	\$ 9,100.00	\$ 2,247.88
5	5 hours	\$13.70	\$ 68.50	\$ 11,987.50	3.25	3.25 hours	\$15.50	\$ 50.38	26%	\$ 8,815.63	\$ 3,171.88
4.58	4.58 hours	\$13.00	\$ 59.54	\$ 10,419.50	3.25	3.25 hours	\$15.00	\$ 48.75	18%	\$ 8,531.25	\$ 1,888.25
4.5	4.50 hours	\$13.00	\$ 58.50	\$ 10,237.50	3.25	3.25 hours	\$15.00	\$ 48.75	17%	\$ 8,531.25	\$ 1,706.25
5.17	5.17 hours	\$13.00	\$ 67.21	\$ 11,761.75	3.25	3.25 hours	\$15.00	\$ 48.75	27%	\$ 8,531.25	\$ 3,230.50
4.75	4.75 hours	\$13.00	\$ 61.75	\$ 10,806.25	3.25	3.25 hours	\$15.00	\$ 48.75	21%	\$ 8,531.25	\$ 2,275.00
3.25	Special Ed	\$13.00	\$ 42.25	\$ 7,393.75	3.25	Special Ed	\$15.00	\$ 48.75	-15%	\$ 8,531.25	\$ (1,137.50)

Pay schedule:

- \$0.50 lane change at the beginning of every 5th yr based on start date anniversary yr
- Any driver 25 yrs or above receive a 1 time longevity increase of \$2.00 hr then continuing with lane changes accordingly
- All drivers below Starting Pay Schedule to be increased to match Starting Pay Schedule, with no driver receiving less than \$1.00 increase
- Any driver due a lane change beginning 2014-2015 school year, will only receive the initial bump to Starting Pay Schedule.
- As cost of living increases are given by district this would be calculated before said \$0.50 lane change in an anniversary year.
- All drivers receive 2 personal days regardless of hours worked yearly

At the Proposed Pay Schedule 40% of all drivers will have a 34% or greater pay cut at the \$1700 rate.