



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: June 9, 2015

TITLE: Approval of Bus Driver Referral Reward

BACKGROUND:

Currently, the District has 18 bus driver vacancies. We have been short, on average, at least eight driving positions this past school year which certainly qualifies this position as “hard to fill.”

Our traditional approach to “hard to fill” positions (higher pay differentials) has already been applied; we increased the driver starting pay several years ago to a level where we still remain the highest paying district in the Tucson area.

Nonetheless, we continue to have difficulty recruiting drivers to the District, and we need our own staff to play a role in helping to recruit.

We offer a “Referral Reward” program for teaching positions – positions essential to District functions. Our driver positions are equally essential.

Requirements for payment of the “Referral Reward” will be: applicant/new driver must have indicated on his/her application at the time of submission that he/she was referred by a District employee; must possess a valid Arizona CDL or must complete the required CDL training; and must complete their probationary period (first four months of employment) and continue employment thereafter.

RECOMMENDATION:

It is the recommendation of the administration that \$150 be paid to every referral made by a current District employee (excluding District administrators and Human Resources personnel) where all requirements have been satisfied.

INITIATED BY:

Todd A. Jaeger, Associate to the Superintendent

Date: June 1, 2015

Patrick Nelson, Superintendent