

Drivers Education Contract and Wage 2023

Background:

Pay for Belmond-Klemme drivers education instructors was tied into the teacher master contract in previous years. The old master agreement stated, "Driver education teachers' wages shall increase at the same percentage as any negotiated base increase."

There is a severe shortage of teachers who are willing to put in the extra hours to provide drivers education to students. Consequently, it is in the best interests of the district and its students to ensure that pay for drivers education instructors remains competitive and attractive.

Facts for Consideration:

- Our drivers education instructor was paid \$33.60 per hour this past school year.
- Our BKESA wage raise with our support staff was \$0.50 per hour.

Review of Research:

The table below shows what area schools are charging their students to take drivers education and what the schools are also paying their instructors on a per-pupil basis.

Note: the information in the table below is three years old.

School	Fee	Pay	Notes
Forest City	\$330	\$330.00	<i>Private Contracted Firm</i>
St Ansgar	\$315	\$315.00	<i>Private Contracted Firm</i>
West Hancock	\$275	\$210.00	
Belmond-Klemme	\$375	\$202.83	
Eagle Grove	\$350	\$200.00	
North Iowa	\$320	\$200.00	
West Fork	\$330	\$195.00	
Northwood-K	\$310	\$175.00	
Lake Mills	\$300	\$147.20	
Garner-H-V	\$230	\$145.00	

Mean	\$314	\$212.00
Median	\$320	\$200.00

Recommended Action:

I recommend the board move to raise the wage for drivers education by \$0.50 per hour, plus additional FICA and IPERS, from \$33.60 to \$34.10 per hour, effective, July 1, 2023.