

Bus Driver, Bus Driver Assistant, and Trainee Compensation

September 22, 2020

SUMMARY:

- This item requests approval of an increase in hourly compensation for bus drivers, bus driver assistants, and bus driver trainees.

PREVIOUS BOARD ACTION:

- The Board of Trustees have approved previous transportation increases through the annual budget process.

BACKGROUND INFORMATION:

- Bus Driver hourly rates have increased significantly over the past 3-5 years due to supply and demand.
- Districts that Denton ISD competes with for personnel have significantly increased the hourly rate for bus drivers.
- The market for occupations requiring a Commercial Driver's License with the extensive training required to secure a CDL is in high demand but the availability of licensed personnel is in short supply.
- School districts are competing for commercial licensed drivers with other transportation services.

SIGNIFICANT ISSUES:

- Denton ISD Transportation Department's bus driver roster is short 40 drivers.

FISCAL IMPLICATIONS:

- For fiscal year 2020-21, cost will be between 300,000 and 400,000 dollars.
 - Bus Driver hourly minimum rate will increase from \$16.75 to \$20.00 per hour
 - Bus Driver Assistant hourly minimum rate will increase from \$10.58 to \$11.62 per hour
 - Bus Driver Trainee hourly rate will be \$18.00 per hour (once their CDL has been earned, they will move to \$20.00 per hour)

BENEFIT OF ACTION:

- Maintain and equitably compensate quality trained bus drivers to serve our students.
- Potentially cause those drivers who have left to return to Denton ISD.

PROCEDURAL AND REPORTING IMPLICATIONS:

- None

PUBLIC COMMENT RECEIVED:

- None

ALTERNATIVES:

- No alternative actions are proposed at this time.

OTHER COMMENTS:

- We will need a full roster of bus drivers when we return to face to face instruction across the district. Supporting this compensation increase will significantly impact meeting our goal of a full roster of drivers.

SUPERINTENDENT'S RECOMMENDATION:

The superintendent recommends a \$3.25 increase for bus drivers and a \$1.04 increase for bus driver assistants retroactive to September 6, 2020.

STAFF PERSONS RESPONSIBLE:

- Dr. Jamie Wilson, Superintendent of Schools
- Dr. Richard Valenta, Deputy Superintendent
- Dr. Robert Stewart, Assistant Superintendent, HR
- Dr. Scott Niven, Chief Financial Officer

ATTACHMENT:

- Spreadsheet of Area Bus Driver and Bus Driver Assistant pay for 2020-2021.

APPROVAL:

Signature of Staff Member Proposing Recommendation: _____

Comments: _____

Signature of Divisional Assistant Superintendent: _____

Comments: _____

Signature of Superintendent: _____

Comments: _____