

Drivers Education Contract and Wage 2020

Background:

Pay for Belmond-Klemme drivers education instructors has been tied into the teacher master contract. As such, it has been neglected and unchanged for the past few years.

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.

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.

School	Fee	Pay	Notes
Forest City	\$330	\$330.00	<i>Private Contracted Firm</i>
St Ansgar	\$315	\$315.00	
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

Most schools pay their instructors on a per-pupil basis. BK pays the hourly wage of \$32.00 per hour. During the 2018-19 school year, we had 43 students and paid the instructor \$8,721.55.

$$\$8,721.55 \quad / \quad 43 \quad = \quad \$202.83 \text{ per student}$$

The total number of students taking drivers ed is usually around 45-50 kids per year.

Recommended Action:

I recommend the board move to raise the wage for drivers education by two percent (\$0.60 per hour, plus additional FICA and IPERS) from \$32.00 to \$32.60 per hour, effective, July 1, 2020.