



TO: Dr. Bobbi Johnson

FROM: Lauren Thomas

DATE: May 29, 2015

RE: Revised Bus Driver/Bus Aide Scales

I would like to resubmit the attached two scales to the School Board for approval at the June 8th meeting.

Originally, salary increases were calculated to add .647% to the start of each scale and included minimum increases of 1.5% and capped steps. The bus driver and aide scales were the only scales not adopting Evergreen indexing because these scales had just been revised for a new compensation structure in 2014.

By applying these same rules to these two scales, it would result in a majority of drivers and aides receiving a minimum increase of 1.5%. If we send out contracts to these two groups using the scales adopted on May 11, I feel we will confuse drivers/aides as to why their salaries do not match the rates on the scale. As a result, I want to revise these two scales to add 1.5% to the start of the scales and increase each step so that each employee would receive an increase of 1.5%. By doing so, drivers and aides will receive contracts matching the step on the scale.

In running the numbers using these new proposed scales, the increases went from \$25,719 to \$27,734 for drivers (\$2,015 more) and from \$1,224 to \$1,477 for aides (\$253 more), or a total of \$2,268.

SCALE GROUP: Classified

SALARY RANGE: Bus Driver

SALARY GRADE: 810

INDEXED SUPPLEMENTS

T E P	CURR FY15 SAL	CURR FY16 INDEX	FY 16 Step	FY 16 Yrs	FY16 HRLY RATE	FY16 ADOPT SAL	FY16 ADOPT INDEX	LEVEL w/Para Pro	LEVEL w/ Assoc	LEVEL w/ Assoc	LEVEL w/ Bach	LEVEL w/ Bach	LEVEL w/ BS+15 Hr	LEVEL w/ BS+15 Hr	LEVEL w/ Masters	LEVEL w/ Masters	LEVEL w/ EDS, CAS, MS +30 Hrs	LEVEL w/ EDS, CAS, MS +30 Hrs	LEVEL w/ EDS, CAS, MS+30 Hrs	
																				Para Pro
1	8,899	1,0000	1	0	12.54	9,032	1,0000													
2	9,079	1,0202	2	1	12.73	9,167	1,0150													
3	9,835	1,1052	3	2	12.80	9,215	1,0203													
4	9,835	1,1052	4	3	13.87	9,983	1,1053													
5	10,591	1,1902	5	4	13.87	9,983	1,1053													
6	10,591	1,1902	6	5	14.93	10,750	1,1902													
7	10,591	1,1902	7	6	14.93	10,750	1,1902													
8	11,347	1,2751	8	7	14.93	10,750	1,1902													
9	11,347	1,2751	9	8	16.00	11,517	1,2751													
10	11,347	1,2751	10	9	16.00	11,517	1,2751													
11	12,103	1,3601	11	10	16.00	11,517	1,2751													
12	12,103	1,3601	12	11	17.06	12,285	1,3602													
13	12,103	1,3601	13	12	17.06	12,285	1,3602													
14	12,859	1,4450	14	13	17.06	12,285	1,3602													
15	12,859	1,4450	15	14	18.13	13,052	1,4451													
16	12,859	1,4450	16	15	18.13	13,052	1,4451													
17	13,615	1,5300	17	16	18.13	13,052	1,4451													
18	13,615	1,5300	18	17	19.19	13,819	1,5300													
19	13,615	1,5300	19	18	19.19	13,819	1,5300													
20	14,371	1,6149	20	19	19.19	13,819	1,5300													
21	14,371	1,6149	21	20	20.26	14,587	1,6150													
22	14,371	1,6149	22	21	20.26	14,587	1,6150													
23	15,134	1,7007	23	22	20.26	14,587	1,6150													
24	15,134	1,7007	24	23	21.33	15,361	1,7007													
25	15,134	1,7007	25	24	21.33	15,361	1,7007													
26	15,883	1,7848	26	25	21.33	15,361	1,7007													
27	15,883	1,7848	27	26	22.39	16,121	1,7849													
28	15,883	1,7848	28	27	22.39	16,121	1,7849													
29	16,639	1,8698	29	28	22.39	16,121	1,7849													
30	16,639	1,8698	30	29	23.46	16,889	1,8699													
31	17,395	1,9547	31	30	23.46	16,889	1,8699													
32	17,395	1,9547	32	31	24.52	17,656	1,9548													
33	17,395	1,9547	33	32	24.52	17,656	1,9548													
34	17,395	1,9547	34	33	24.52	17,656	1,9548													
35	17,395	1,9547	35	34+	24.52	17,656	1,9548													

Supplemental Data: Contract Months/Days/Hours: 10 / 180 / 4.0 Scale Spread: 1.9548 Supplmt Code Supplement Description Base Amount

INDEXED SUPPLEMENTS

S	T	E	P	CURR		FY		FY16		FY16		FY16		LEVEL		LEVEL		LEVEL		LEVEL		
				FY15	FY16	Step	Yrs	HRLY	RATE	ADOPT	SAL	ADOPT	INDEX	Para	Pro	Assoc	Bach	LEVEL w/ Assoc	Bach	LEVEL w/ Bach	BS+15 Hr	LEVEL w/ BS+15 Hr
1				6,304	1,0000	1	0	8.89	6,399	1,0000												
2				6,432	1,0202	2	1	9.02	6,495	1,0150												
3				6,967	1,1052	3	2	9.07	6,529	1,0203												
4				6,967	1,1052	4	3	9.82	7,073	1,1053												
5				7,503	1,1902	5	4	9.82	7,073	1,1053												
6				7,503	1,1902	6	5	10.58	7,616	1,1902												
7				7,503	1,1902	7	6	10.58	7,616	1,1902												
8				8,038	1,2751	8	7	10.58	7,616	1,1902												
9				8,038	1,2751	9	8	11.33	8,159	1,2751												
10				8,038	1,2751	10	9	11.33	8,159	1,2751												
11				8,574	1,3601	11	10	11.33	8,159	1,2751												
12				8,574	1,3601	12	11	12.09	8,704	1,3602												
13				8,574	1,3601	13	12	12.09	8,704	1,3602												
14				9,109	1,4450	14	13	12.09	8,704	1,3602												
15				9,109	1,4450	15	14	12.84	9,247	1,4451												
16				9,109	1,4450	16	15	12.84	9,247	1,4451												
17				9,645	1,5300	17	16	12.84	9,247	1,4451												
18				9,645	1,5300	18	17	13.60	9,790	1,5300												
19				9,645	1,5300	19	18	13.60	9,790	1,5300												
20				10,180	1,6149	20	19	13.60	9,790	1,5300												
21				10,180	1,6149	21	20	14.35	10,334	1,6150												
22				10,180	1,6149	22	21	14.35	10,334	1,6150												
23				10,721	1,7007	23	22	14.35	10,334	1,6150												
24				10,721	1,7007	24	23	15.12	10,883	1,7007												
25				10,721	1,7007	25	24	15.12	10,883	1,7007												
26				11,252	1,7848	26	25	15.12	10,883	1,7007												
27				11,252	1,7848	27	26	15.86	11,422	1,7849												
28				11,252	1,7848	28	27	15.86	11,422	1,7849												
29				11,787	1,8698	29	28	15.86	11,422	1,7849												
30				11,787	1,8698	30	29	16.62	11,965	1,8699												
31				12,323	1,9547	31	30	16.62	11,965	1,8699												
32				12,323	1,9547	32	31	17.37	12,509	1,9548												
33				12,323	1,9547	33	32	17.37	12,509	1,9548												
34				12,323	1,9547	34	33	17.37	12,509	1,9548												
35				12,323	1,9547	35	34+	17.37	12,509	1,9548												

Supplemental Data: Contract Months/Days/Hours: 10/ 180 / 4.0 Scale Spread: 1.9548

Supplmt Code Supplement Description

Base Amount