

OFFICE OF THE SUPERINTENDENT

Millburn Public Schools

INFORMATION ITEM

May 17, 2010

To: Board of Education Members

From: Ellen E. Mauer, PhD

Subject: Transportation Method of Pay

Attached please find the hourly rate we are recommending that we change to and abandon the outdated tiered system of pay. We feel it will enable us to attract and retain drivers as well as even out the inequities in the current system of pay. The range is a fair one when compared to other county districts. As requested, I held a few meetings with the drivers. We determined that the system started back in 1979 when the district had only 3 busses and progressed as the district grew. I believe that we have outgrown this type of tiered system and that an hourly rate of pay is the most fair to all drivers and our taxpayers.

TRANSPORTATION SALARY/BENEFITS SURVEY 2009-10 SY

SCHOOL DISTRICT	STARTING SALARY	TOP SALARY	AVG % INC.	CHARTER PAY	GUARANTEE D HOURS	FLEET SIZE	BEN. PKG	SICK	PERS.	HOL.	ATTEND BONUS	OTHER	UNION
Lincolnshire	\$20.40	\$25.00	5%	\$17.00	4.50	25	Dist. Pd med. For employee, life, IMRF	10	4	10	\$200/yr	annual uniforms fuel allow \$45/mo Jackets every 3 yrs.	No
Zion-Benton	\$19.11	\$23.99	5% same		4.25	59	IMRF	10	1	7	\$25/mo		No
Lake Zurich	\$15.76	\$24.00	0 - 5%	\$15.53	4.0, 2 add. Hrs. for Kdgn	62	Med. \$240/mo. Contr., life, IMRF	10	2	7	none	\$200 finder fee	No
Wauconda	\$16.67	\$19.40	4.50%	\$14.18	No	60	Med. 6hrs/day	12	3	6	none	\$100 finder fee	yes
Round Lake	\$15.99	\$25.19	3 - 5%	same		4	42 Medical/dental	12	3	3	\$80 per month	\$250 finder fee	Yes
Gurnee Grade	\$16.12	\$28.50	3 - 5%	\$17		4	34 Med/Dental 30 hrs/wk	6	2	0	none		no
Warren H.S.	\$15.76	\$23.16	frozen	\$16.00		4	56 50% pd med/dental, vision, life, IMRF	13	2	8			no
Fremont	\$13.45	\$23.24	3% same			4	36 Med,Dent, Vis, Life equal to salary	10	3	0	\$50/mo		
Antioch #34	\$15.27	\$23.20	4 - 5%	same		4	53 IMRF	10	0	0	\$50/mo		no
Grant	\$13.60	\$25.03	3 to 4%	same		4	18 Med/Dent., IMRF	8	2	7	\$250 ann.	\$100 ann. Empl bonus	no
Millburn #24	\$16.00	\$28.25	4%	\$17.00		4	22 50% med/dent, life, vision, IMRF	9	1	9	*\$200	Jackets every 3 yrs.	no
AVERAGES	\$16.19	\$24.45	VARIABLES	\$16.12		4	42 VARIABLES	10	2	5.18	VARIABLES	VARIABLES	