

OFFICE OF THE BUSINESS MANAGER

Millburn Public Schools

INFORMATION ITEM

May 3, 2010

TO: Board of Education Members

FROM: Mary Taylor

Subject: Method of Pay of Transportation

We are considering a change in pay for our bus drivers from a "pay by route" to "hourly". Currently we pay drivers by the route which consists of types of route (regular or special ed), the length of the route and the time of the route. These are the different route pays:

- *Regular routes (from \$14.23 to \$24.01) normal bus runs in the AM and PM*
- *Premium routes (over 30 minutes) (from \$16.99 to \$28.25) Wadsworth bus routes usually take longer because they are more spread out.*
- *Super Premium routes (over 45 minutes) (from \$26.45 to \$42.84) these routes are special education routes, activity routes before and after school and kindergarten routes.*
- *Rate for fueling, pre-tripping the buses and field trip wait time range from \$9.69 to \$15.06.*

We do not know why the pay system was set up in this manner and cannot find any documentation or rationale to support it. Currently there is a huge disparity in driver pay and in order to attract/retain drivers, create a more fair and accurate way of compensation and be consistent with schools in our area we believe it is in our best interest to move to an hourly pay scale. The new hourly amounts are based on an average of the driver's regular and premiums rates which fall within the mid-range of the Lake County area wage survey (\$13.45 to \$28.50).

Wage Survey - 2008-09 School Year

School Districts	Starting Salary	Levels	Top Salary	Avrg % Incrs	Charter Pay	Guaranteed Hours	Fleet Size	Ben Pckge	Sick	Prsnal	Hlday	Attndn Bonus	Other	Union
Lincolnshire SC 103 Vicki Mattson 847-295-8258	\$20.40	\$20.10-under 1 yr 22.00 - 1-5 yrs 23.50 - 5-10 yrs 25.00 - 10+ yrs	\$25.00	5% Average 2009/10 -- 3%	\$17.00	4.50	25	District Paid Medical for Employee Life IMRF	10 days	4 days	9 to 11 days	\$200.00 per year	Annual uniforms Fuel Allowance \$45.00 per month	No
Zion-Benton Dan McGuire 847-746-4153	\$19.11	\$19.11 - 1 st year 21.43 - 2 yrs 22.70 - 3yrs 23.99 - 4 yrs	\$23.99	5% Annual	same	4.25	59	IMRF	10 days	1 day	7 days	\$25.00 per month	Jackets every three years	No
Lake Zurich Karen Logan 847-438-2834	\$15.76	\$15.76 to \$22.40 Range All drivers come in at \$15.76. Increases are based on Evaluations	\$24.00	0 to 5% based upon annual evaluation	\$15.53	4.0 Fulltime 2 Additional hrs for Kindergarten	62	Medical \$240.00 monthly contribution Life IMRF	10 days	2day	7 days	None	\$200.00 finders fee	No
Wauconda Diana Mikelski 847-526-6672	\$16.67	\$18.17 - 3 yrs & up with experience. \$13.80 - Sub's	\$19.40	4.5% Annual	\$14.18	No	60	Medical - six hrs daily	12 days	3 days	6 days	None	\$100.00 finder's fee	Yes
Round Lake Leslie Lauritzen 847-270-9040	\$15.99	Nine Levels - Move one level every year. One step for every three years permitted	\$25.19	3 to 5 % Annual	same	4.0	42	Medical Dental	12 days	3 days	3 days	\$80.00 per month	\$250.00 finder's fee after one year	Yes
Gurnee Grade Alex Stewart 847-336-8997	\$16.12	No steps - All drivers come in at \$16.12	\$28.50	3 to 5% Follows teachers contract	\$17.00	4.0	34	Medical Dental 15 hours weekly to qualify	6 days	2 days	None	None		No
Warren #121 Tina M. Delabre 847-599-4807	\$15.76	No steps - all drivers come in at \$15.76	\$23.16	Wage freeze through 2009/10	\$16.00	4.0	56	50% Paid Medical Dental Vision Life & IMRF	13 days	2 days	7 to 10 days	None		No
Fremont Keith Johnson 847-566-9384 ext. 1106	\$13.45	No steps - all drivers come in at \$13.45	\$23.24	3% based upon annual evaluation	same	4.0	36	HMO Medical Dental Vision Life equal to salary IMRF	10 days	3 days	None	\$50.00 per month		
Antioch #34 Teresa Pluciennik 847-838-8385	\$15.27	No Steps - all drivers come in at \$15.27	\$23.20	4 to 5% Annual	same	4.0	53	IMRF	10 days	None	None	\$50.00 per month		No
Grant Debbie Carol 847-587-2561	\$13.60	\$14.00 - 1 to 2 yrs \$14.37 - 3 to 6 yrs \$15.00 - 7 yrs & above	\$25.03	3 to 4 % Annual	same	4.0	18	Medical Dental IMRF	8 days	2 days	7 days	\$250.00 Annual	\$100.00 Annual employment bonus, \$250.00 finders fee	No