

Appendix A Pay Rates

<u>Bus Drivers</u>	<u>2017-18</u> <small>(old scale for reference)</small>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
Sub/Training Wage	\$13.39	\$13.50	<u>\$14.00</u>	Wage Opener
Beginning Probationary Wage – End of Year 1	\$13.39	\$15.00	<u>\$16.00</u>	
Beginning Year 2	\$14.70	\$16.00	<u>\$17.00</u>	
Beginning Year 3	\$15.45	\$17.00	<u>\$18.00</u>	
Beginning Year 4 – Top of Scale	\$16.28	\$18.00	<u>\$19.00</u>	
	\$17.06 Top was yr 5			

<u>Van/Non CDL Drivers</u> <u>Hired after 7/1/2018</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
Sub/Training Wage	\$12.00	<u>\$12.00</u>	Wage Opener
Beginning Probationary Wage – End of Year 1	\$13.00	<u>\$13.00</u>	
Beginning Year 2	\$14.00	<u>\$14.00</u>	
Beginning Year 3 – Top of Scale	\$15.00	<u>\$15.00</u>	

*Any driver hired after July 1, 2018, with a CDL that elects to drive a van route, will be paid at the Van/Non-CDL rate for that route.

The above wage rates are per hour.

Attendance Incentive

\$1.00 \$.50 per hour incentive for perfect attendance for a two (2) week period to coincide with the district's set payroll calendar. Requirements are as follows:

1. Must work every scheduled work day/hours and route during the two (2) week period.
2. Missed time due to any reason, paid or unpaid, excused or unexcused will be considered an absence and disqualify driver from incentive.
3. If the driver is tardy or absent during the two (2) week period he/she would not be eligible for the attendance incentive.
4. Attendance incentives do not apply to training hours, sub drivers, or probationary drivers.
5. This incentive program is for the 2018-19 school year only as a pilot. The incentive program will be part of the wage opener in years 2 and 3 of the contract.

*August 12, 2019 for 19-20 wage.

Sara Peterson
8/8/19

Kathleen Hamer
8/9/19