



# College Station Independent School District

*Success...each life...each day...each hour*

## MEMORANDUM

To: Mike Martindale, Superintendent *[Signature]*

From: Amy Drozd, Chief Financial Officer *[Signature]*  
Stormy Hickman, Director of Talent Management *[Signature]*

Date: October 13, 2021

Subject: Consider adjustments to compensation for bus drivers, teacher substitutes and paraprofessional substitutes

Agenda Item: J - 1.

## BACKGROUND

CSISD, along with most school districts across the state, is experiencing shortages in the areas of bus drivers as well as substitutes for both teachers and paraprofessionals.

Currently our transportation department has 14 bus driver vacancies with only one trainee in the process of obtaining their CDL. This is resulting in all available staff within the department driving routes on an almost daily basis. This includes mechanics, office staff, and transportation administration. It also creates difficulty in scheduling extra- curricular trips with the first priority being transporting students to and from school each day.

With the shortage of available classroom substitutes, campuses have had to be creative. To cover classes when a substitute cannot be found, teachers are giving up available periods, students are divided amongst other classrooms, and campus administrators are covering.

As a result of the above, CSISD administration is recommending the attached changes to compensation for bus drivers, teacher substitutes and paraprofessional substitutes.

In summary, to address the shortage of availability of bus drivers it is recommended CSISD be aggressive in our recruiting and retention of bus drivers by implementing the following:

- Increase the beginning bus driver pay by \$0.50 per hour effective January 1, 2022
- Increase all current bus driver pay by \$0.50 per hour effective January 1, 2022
- Implement a hiring incentive for bus drivers effective immediately of
  - \$1,000 if they are hired with their CDL or
  - \$750 if a current employee obtains their CDL and transfers to a bus driver position.



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The above changes will result in CSISD moving to within \$1.00 per hour for starting bus driver pay from that of our biggest competitor and hopefully attract applicants to CSISD.

A Driver Trainer position is also recommended. This position will drive a bus but also conduct onsite training for current bus monitors trying to obtain their CDL. A bus driver has a regular weekly schedule of 25 hours. The remaining 15 hours per week will be dedicated to recruiting and training staff.

For teacher and paraprofessional substitutes, it is recommended CSISD increase the beginning and short-term assignments daily rates effective November 1, 2021, as follows:

	<b>Daily Rate</b>	<b>Long Term</b> 10-20 days in same position	<b>Extended Long Term</b> 21+ days in same position
<b>Paraprofessional</b>	\$75 (previously \$70)	\$85 (Previously \$80)	\$85 (Previously \$80)
<b>Teacher, Non-certified</b> (60+ college credit hrs)	\$85 (previously \$80)	\$100 (previously \$90)	\$120 (no change)
<b>Teacher, Certified</b>	\$95 (previously \$90)	\$110 (previously \$100)	\$130 (no change)

The estimated cost of the attached plan for the 2021-2022 fiscal year is \$91,000 for transportation and \$100,000 for teacher and paraprofessional substitutes for a total of \$191,000.

## RECOMMENDATION

It is recommended the CSISD Board of Trustees approve adjustments to compensation for bus drivers, teacher substitutes, and paraprofessional substitutes as presented.