



College Station Independent School District Compensation Adjustments - October 2021

Transportation:

To meet the continuing challenges of hiring and retaining bus drivers, CSISD proposes an amendment to the compensation plan for the 2021-2022 school year that includes the following:

Bus Driver Salary Increases

- Increase the minimum pay rate for bus drivers by \$.50 per hour to \$17.00 per hour effective January 1, 2022
- Increase all currently employed bus drivers' hourly rates by \$.50 per hour effective January 1, 2022

Bus Driver Signing Bonuses

- Offer a \$1,000 signing bonus for all newly hired bus drivers who already have their Commercial Driver's License (CDL)
 - o \$700 to be paid on the first paycheck
 - o \$300 to be paid after four months of continuous work
- Offer a \$750 signing bonus for all newly hired drivers who do not yet have their Commercial Driver's License (CDL)
 - o \$500 at completion of CDL
 - o \$250 after four months of work

In order to be eligible for the signing bonus an employee must be in good standing with the district at the time of payment and not have worked as a bus driver for the district for the 12 preceding months.

Additional Staffing

- Create one Driver Trainer position as an Auxiliary Pay Grade 5, 12 month employee to provide new driver training, other required trainings, and serve as a substitute driver when needed

Teacher and Paraprofessional Substitutes

To remain competitive with beginning and short term substitute pay the following rates are proposed:

Beginning November 1, 2021

	Daily Rate	Long Term 10-20 days in same position	Extended Long Term 21+ days in same position
Paraprofessional	\$75 (previously \$70)	\$85 (Previously \$80)	\$85 (Previously \$80)
Teacher, Non-certified (60+ college credit hrs)	\$85 (previously \$80)	\$100 (previously \$90)	\$120
Teacher, Certified	\$95 (previously \$90)	\$110 (previously \$100)	\$130