

An informal salary study was completed of neighboring school districts with transportation departments. It is proposed that in order to retain our current employees and attract new qualified hires we realign the salary schedules for the positions listed below to a more competitive rate. This will affect the following positions: School Bus Driver, School Bus Driver – Delegated Instructor, School Bus Driver-Trainer, Mechanical Service Technician, Mechanical Service Leadworker, and Vehicle Service Technician II. All proposed rates have maintained the same percentage of difference between the similar positions within the schedule. \*Substitute Bus Drivers are paid at Step 1 of the School Bus Driver Salary Schedule.

<b>Salary Study Results</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
School Bus Driver - Average Salary**	\$20.22	\$21.17	\$22.20	\$23.28	\$24.43
MDUSD School Bus Driver (Current)	\$17.01	\$17.86	\$18.76	\$19.69	\$20.68
Mechanical Service Technician – Average Salary**	\$28.37	\$29.77	\$30.50	\$31.99	\$31.73
MDUSD Mechanical Service Technician (Current)			\$27.04	\$28.41	\$29.82

\*\*Seven (7) Districts were compared to create the average.

**Current Salary Schedule - After 7/1/2016 Raises (Hourly)**

<b>Job Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
School Bus Driver	\$ 17.01	\$ 17.86	\$ 18.76	\$ 19.69	\$ 20.68
School Bus Driver – Deleg. Instr.	\$ 17.43	\$ 18.31	\$ 19.22	\$ 20.18	\$ 21.20
School Bus Driver - Trainer	\$ 18.31	\$ 19.22	\$ 20.18	\$ 21.20	\$ 22.26
Mechanical Service Technician			\$ 27.04	\$ 28.41	\$ 29.82
Mechanical Service Leadworker			\$ 29.82	\$ 31.31	\$ 32.88
Vehicle Service Tech II	\$ 17.76	\$ 18.65	\$ 19.58	\$ 20.56	\$ 21.59

**Current Positions affected: (No New FTE Proposed to be Established)**

- School Bus Driver
  - 2.5 FTE – 5 positions at 0.5 FTE each (Extra Board)
  - 4.375 FTE – 7 positions at 0.625 FTE each (General Education)
  - 49.375 FTE – 79 positions at 0.625 FTE each (Special Education)
- School Bus Driver – Delegated Instructor
  - 1.25 FTE – 2 positions at 0.625 FTE each
- School Bus Driver –Trainer
  - 1.875 FTE – 3 positions at 0.625 FTE each
- Mechanical Service Technician
  - 6.0 FTE – 6 position at 1.0 FTE each
- Mechanical Service Technician Leadworker
  - 2.0 FTE – 2 positions at 1.0 FTE each (1 is proposed to be eliminated in reorganization)
- Vehicle Service Technician II
  - 1.0 FTE – 1 position at 1.0 FTE each

**Proposed Competitive Salary Schedule (Hourly)**

<b>Job Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
School Bus Driver	\$ 20.53	\$ 21.56	\$ 22.64	\$ 23.77	\$ 24.96
School Bus Driver – Deleg. Instr.	\$ 21.04	\$ 22.10	\$ 23.21	\$ 24.37	\$ 25.59
School Bus Driver - Trainer	\$ 22.10	\$ 23.21	\$ 24.37	\$ 25.59	\$ 26.87
Mechanical Service Technician	\$ 28.47	\$ 29.88	\$ 31.37	\$ 32.95	\$ 34.59
Mechanical Service Leadworker	\$ 31.40	\$ 32.97	\$ 34.62	\$ 36.35	\$ 38.17
Vehicle Service Tech II	\$ 18.70	\$ 19.64	\$ 20.62	\$ 21.65	\$ 22.73

**Total Fiscal Impact: \$863,000**