

WESTFIELD WASHINGTON SCHOOLS
WESTFIELD, INDIANA

***BUS DRIVER SALARY AND BENEFITS FOR
2022-23***

<u>Level</u> (All are Double routes)	<u>2022-23</u> (Effective 8/8/22)
1	\$100.00
2	\$102.00
3	\$104.04
4	\$106.12
5	\$108.24
6	\$110.41
7	\$112.62

<u>Level</u> (All are Double Routes)	<u>(Effective 11/14/22)</u>
1	\$115.00
2	\$125.00

Regular routes required to run AM and PM, plus mid-day, will receive 1 ½ days pay.

Effective 8/8/22: 7 Step Scale:
All drivers will move up one step on the scale. Those already on level 7 during the previous school year will receive a 2% stipend

Effective 11/14/22: 2 Step Scale:
All drivers with at least 1 year (178 days) of bus driving experience will be placed on Level 2. Those drivers who have not yet completed 1 year (178 days) of bus driving experience will be placed on Level 1. *Those placed on Level 1 will be moved to Level 2 upon completion of 1 year (178 days) of bus driving experience.***

****This salary/placement schedule is only effective for the school year dates listed above. This does not guarantee level increases or the same scale for any subsequent agreements.*

Fringe Benefits

1. **Route Definition:** Regular routes shall consist of transporting children to and from school twice during each day.
2. **Flex Route:** A driver who has a special education route or other similar destinations in the middle of the day and who also runs routes at the beginning and end of the day, shall be paid one half of their daily rate.
3. **Other Duties:** Drivers who are required or volunteer to perform other driving duties during their normal working hours will not receive additional compensation over and above their normal daily rate. However, extra routes, and extra-curricular activities which fall outside of a normal daily schedule, will be compensated at the rate of pay determined in this agreement. A driver that runs an extra route, end of trimester, shall be compensated one half of their daily rate. This would apply to double route drivers that run a total of 5 routes on a given day.
4. **Term of Driver Contract:** All regular school bus drivers shall be contracted for 178 days. Drivers will be paid ½ their base daily rate for attending the Annual Safety Meeting, and the mandatory Orientation Meeting prior to the start of school.
5. **Summer School Drivers:** Contracted drivers will be paid at the same step as the last step they earned on the last school day of the previous school year.
6. **Athletic/Field Trips:** \$25/hour with a minimum of one (1) hour (round to the nearest quarter after one (1) hour). The driver will be paid the three (3) hour minimum if the driver is not notified of a field or athletic trip cancellation. If trips exceed eight (8) hours, drivers should be compensated for meals.

On overnight trips, the driver will be paid a maximum of up to sixteen (16) hours per day and will be compensated for meals and lodging.

7. **Sick Days:** At the time an employee is first employed he/she will earn one sick day for each month worked, from the time of employment until July 1 following the date of employment up to a total of eight (8) sick days.
 - A. On the first day of school, each driver under contract on the previous years' last day of school will be awarded five (5) additional sick days.
 - B. Sick days may accumulate up to a maximum of sixty (60) days.
8. **Family Illness - Personal Days:** Four (4) days per contract. Unused family illness-personal days will accumulate as sick days.
9. **Unpaid Leaves:** Unpaid leaves will be granted in accordance with the provisions outlined in the driver's handbook.
10. **Death in Immediate Family:** An employee may be off for five (5) working days with pay for a death in the immediate family and one (1) day of paid leave may be granted for other family members as provided in the provisions outlined in the driver's handbook.
11. **Insurance:**

For an employee who desires to participate in the district approved program(s), the Board of School Trustees will pay as indicated:

 - A. **Medical Insurance:** The school corporation will pay 50% of the total annual premium cost for enrollment in the High Deductible Health Plan (HDHP) and 50% of the total

annual premium cost for enrollment in the PPO plan for all levels of health insurance coverage.

Hepatitis B Vaccine – Offered at no cost to employees.

- B. Dental Insurance: All but \$1.00 of the plan determined by the Board of School Trustees for all levels of coverage.
- C. Vision Insurance: All but \$1.00 of the plan determined by the Board of School Trustees for all levels of coverage.
- D. Group Term Life Insurance: All but \$1.00 for a \$50,000 Basic Life/Basic ADD policy.
- E. Long-term Disability Insurance: All but \$1.00 for disability benefits equal to the lesser of 66 2/3% of your basic monthly earnings or the amount of the maximum monthly benefit shown in the plan outline.
- F. Voluntary Benefits: Employees may choose from several voluntary benefit programs offered during the annual enrollment session for Section 125 flexible spending accounts. Employees pay the full cost for these benefits.

12. Retirement: 403(b) Matching Tax Deferred Annuity

Driver shall contribute 3% of salary; corporation shall contribute 7.4% of salary on a quarterly basis. Participation is optional for employees. However, the corporation will begin contributions no earlier than six months after first employed or after six months of continuous contribution by the employee, whichever comes first.

13. Physical Examinations: Physical examinations are conducted by a doctor appointed by the school corporation. The corporation will pay up to \$100.00 for each examination.

14. Substitute Corporation Bus Drivers: Approved substitute corporation bus drivers will be paid for attending the required Annual Safety Training Meeting after they have worked five (5) days in the prior school year for Westfield Washington Schools.