

SCHOOL BUS DRIVER AND SCHOOL BUS AIDE SALARY INCREASES

The Indian River School District is committed to recruiting, developing, and maintaining high performing school bus drivers and school bus aides. Salaries for school bus drivers and school bus aides shall reflect the significant and varied responsibilities that are assumed by these employees.

School bus driver and school bus aide salary scales are established at the sole discretion of the Indian River School District.

- Each school bus driver and school bus aide salary scale shall only be modified by an affirmative vote of the Indian River School District Board of Education.
- The initial first step on the salary scale shall reflect the first year of employment as a bus driver and/or bus aide.
- Any state or local off-scale payment (i.e. one-time bonus stipends) shall be passed through to school bus driver and school bus aide salary scales in the same manner and amounts as the corresponding pass through to other eligible state of Delaware and/or Indian River School District employees.
- Any state or local off-scale payments shall NOT increase the school bus driver and/or school bus aide salary scales.

The IRSD Policy Committee shall review this policy annually to determine if it shall recommend any policy modifications to the Board of Education for its consideration and adoption.

If there is a need to modify, add and/or delete any rules in this policy, the following steps shall occur:

- The Superintendent or their designee shall present the recommendations to the Policy Committee.
- The Policy Committee shall make a recommendation to the entire Board of Education at its next regularly scheduled board meeting,
- The entire Board of Education shall review, discuss and vote on the recommendations.

If an unforeseen situation arises that requires immediate action and the specific circumstances are not clearly addressed by this policy, or if the wording in this policy is open to multiple interpretations, the need for clarification shall be discussed with the entire Board at the next scheduled Board meeting.

The school bus driver and school bus aide salary scales and this policy shall be located on the district website and shall be regularly updated as required.

Adopted 11/29/21