

Kalamazoo Public Schools

Bus Driver Pay and Benefits
As of July 24, 2023

Hourly Rate w/Health Benefits

	2023-24	
Training Rate, In-service Rate & Probationary Rate (First 90 work days)	\$19.00	
1 st Year	19.50	
2 nd Year	20.00	
3 rd Year	20.50	
4 th Year	21.00	
5 th Year	21.50	
6 th Year	22.00	
7 th Year and beyond	23.00	

Hourly Rate w/o Health Benefits

	2023-24	
Training Rate, In-service Rate & Probationary Rate (First 90 work days)	\$22.50	
1 st Year	23.00	
2 nd Year	23.50	
3 rd Year	24.00	
4 th Year	24.50	
5 th Year	25.00	
6 th Year	25.50	
7 th Year and beyond	26.50	

All drivers are guaranteed six hours pay per school day.

When a driver reaches a +6 in the No-Fault Attendance Program, the driver's pay will be increased by \$2.00 per hour. If the driver drops below a +5, the hourly rate will be returned to the regular rate.

Bus drivers are paid for days school is not in session due to inclement weather.

Benefits:

Bus drivers pay 20% of the cost of medical, dental, and vision insurance, the school district pays 80%.

A. MESSA Choices II

- \$300/\$600 in-network deductible
 - \$600/\$1200 annual out-of-network deductible
 - \$20/25/50 OV/UC/ER (Office Visits/Urgent Care/Emergency Room) co-pay
 - \$10/\$40 Drug card
 - Includes preventive care, hearing care and adult immunizations
1. Board health, dental, and vision insurance premium contributions shall be made in accordance with the following for those employed more than 90 days:

Single Coverage	80% of premium
2 Person Coverage	80% of premium
Full Family Coverage	80% of premium
 2. An employee may elect not to be covered by the insurance set forth above. Such election must be for one (1) year. The election may be made during the open enrollment period.

All drivers are eligible for perfect attendance bonus (\$200 for each trimester of perfect attendance and an additional \$200 for perfect attendance for the entire school year).

Additional attendance bonuses are available after one year of employment and four years of employment.

After one year of employment, drivers may convert up to three days of sick leave credit into a lump sum payment at the end of the school year.

Drivers are paid for the following holidays – Labor Day, the day before Thanksgiving, Thanksgiving, the day after Thanksgiving and Memorial Day.

Uniform shirts and/or coats are provided.

The cost of the driver's license renewal is reimbursed.

Recruitment bonus of \$500.00 is paid to drivers referring a new driver. Payment is made after the new driver completes probation.