

**SALARY SCHEDULE  
TABLE III  
Transportation**

1. Contract drivers shall be compensated for a minimum of 5.5 hours of work per day during the regular school year and for a minimum of 4.5 hours of work while working under a summer work contract. The assigned hours shall include 30 minutes of non-driving time which shall be used for the purpose of maintenance, safety checks and paperwork. Drivers will be compensated for other non-driving work after a time review by the Department of Transportation in accordance with applicable rules of the Fair Labor Standards Act.
2. Bus drivers assigned routes affecting schools in other counties having school calendars which differ from the Clay County calendar shall be eligible for the same contract and benefits and for the same length of work year and work day as bus drivers assigned routes affecting only schools operating under the traditional calendar in Clay County. When such drivers must drive routes during the intersession periods in such other counties, pay will be determined in accordance with current practice for summer school pay.
3. Contract bus monitors (ESE Aides assigned to buses) shall be compensated for a minimum of four (4) hours of work per day, including days under summer work contracts, and for assigned field trips beyond the working day, \$8.00 per hour.
4. Any work, except field trips, assigned beyond a maximum of 7.5 hours shall be compensated at the rate of 1 ½ (one and one-half) times the driver's hourly rate of pay.
5. Paragraph 1 shall not apply to part-time bus drivers who are employed only for morning, afternoon or extra trip routes, but shall be paid on an hourly basis. Experience credit shall not be earned for such part-time employment.
6. Extra (Field) Trips: Compensation to contract drivers shall be under the following conditions:
  - a. One voluntary master lists consisting of short, long (per diem) and overnight trips of contract bus drivers by geographic area and by seniority, and an all inclusive master list by seniority of contract bus drivers shall be maintained by the Director of Transportation for the purpose of field trip selection. If all contract drivers on the voluntary geographic list refuse a field trip assignment, the Director of Transportation shall utilize the all inclusive list for field trip assignment. The voluntary geographic list will be a rotating list. Persons selected from the all inclusive list shall be permitted one refusal. After the initial all inclusive list has been exhausted, the Director of Transportation may assign a field trip to a contract driver on a mandatory basis. Each contract driver assigned a trip, either voluntary or mandatory, shall be placed on the bottom of the all inclusive list once an assignment is completed.
  - b. On non-working days, extra (field) trips shall be compensated at \$8.00 per hour.
  - c. On each working day of the assigned field trip, if a driver's normal assignment is a minimum working day of 5.5 hours, he/she shall be paid at the rate of \$8.00 per hour for assigned field trips for each hour beyond the minimum assigned 5.5 hours.
  - d. On each working day of the assigned field trip, if the driver's normal assignment is a regular working day greater than 5.5 hours, he/she shall be paid at his/her regular rate up to 7.5 hours and \$8.00 per hour for each hour beyond 7.5 hours.
  - e. Bus drivers shall apply for TDE for any portion of the day during which an extra trip infringes on their regular run.
  - f. Overnight trips shall be defined as any trip requiring the driver to sleep over prior to return.
  - g. Overnight trips shall be compensated at extra (field) trip rates with no compensation for "sleeping" time. Per diem shall be paid as applicable.
  - h. If extra (field) trips are canceled after the bus and driver arrives at school, the driver shall be compensated as stated above for two (2) hours at the extra (field) trip rates.

Board Approved: 8/17/06

7. The hourly rate of pay for staff meetings shall be ~~\$6.25~~ 6.67 per hour, for inservice shall be ~~\$6.25~~ 6.67 per hour, and for parent conferences shall be ~~\$6.25~~ 6.67 per hour. Such pay shall be in accordance with the Compensation Article.
8. Overtime payments at time and one-half for meetings and inservice as outlined in the Compensation Article and for extra (field) trips as outlined herein shall apply only when the work week extends beyond 37.50 hours and only to the portion extending beyond 37.50 hours.

**Board Approved: 8/17/06**  
**Revised: 11/21/06**

**SUPPORT SALARY SCHEDULE  
(NON-BARGAINING UNIT POSITIONS)**

**1. SUBSTITUTES:**

Category:

Secretarial/Clerical	<del>\$6.77</del> <b>7.04</b> per hour
Noon Day Shuttle Bus Runs	<del>\$6.77</del> <b>7.04</b> per hour
Cafeteria Assistant/Cafeteria Van Driver	<del>\$6.77</del> <b>7.04</b> per hour
Substitute Bus Drivers for Field Trips/Extra Trips	<del>\$8.00</del> <b>8.27</b> per hour
Bus Driver Interns for Field Trips/Extra Trips	<del>\$8.00</del> <b>8.27</b> per hour

Bus Driver Intern	\$.25 per hour less than Step 1 hourly rate for regular bus drivers.
Bus Drivers	\$.50 per hour less than Step 1 hourly rate for regular bus drivers.
Substitute Licensed Practical Nurse	\$.50 per hour less than Step 1 hourly rate for regular Licensed Practical Nurse.
Substitute ESE Interpreter	\$.50 per hour less than Step 1 hourly rate for regular ESE Interpreter I.
Substitute Custodian	\$.50 per hour less than Step 1 hourly rate for regular Custodian.
Cafeteria Assistant Intern	\$1.00 per hour less than Step 1 hourly rate for regular Cafeteria Assistant.
Cafeteria Van Driver Intern	\$1.00 per hour less than Step 1 hourly rate for regular Cafeteria Van Driver.
Substitute Aide*	\$1.00 per hour less than Step 1 hourly rate for regular Classroom Aides.
Substitute Bus Monitor	\$1.00 per hour less than Step 1 hourly rate for regular Bus Monitor.
Substitute Clinic Assistant	\$.50 per hour less than Step 1 hourly rate for regular Health Assistant

\* In the absence of an aide, the supervisor is authorized to use either an approved support substitute aide, at the rate of pay stipulated above, or an approved substitute teacher at the rate of pay stipulated for substitute teachers under "Miscellaneous Salaries," Section IV.

**A. Minimum Guaranteed Work Hours**

- 1) Bus Driver Interns shall be guaranteed a minimum of 5.5 hours per day, for each day of reporting, during the 180 student days in the regular school calendar
- 2) Bus Driver substitutes shall be guaranteed a minimum of 4.5 hours per day, for each day of reporting, during the 180 student days in the regular school calendar

**B. Benefits**

Effective 9/20/02, Bus Driver Interns and Bus Driver substitutes are eligible to enroll in the District's comprehensive hospital-surgical-major medical and group life insurance policy at group rates equivalent to those of regular employees. The Board agrees to pay for employee single coverage for this insurance, up to a maximum of \$4,082.00 per employee.

Approved: 8/17/06,  
Revised: 11/21/06



## STAFF DEVELOPMENT

- I. Consultant Daily Rate (full day) up to \$600.00 (4-6 hours)  
(half day) up to \$300.00 (3 hours)
- Nationally Known Consultants (full day) up to \$1200.00 (4-6 hours)  
(The Consultant's vita will be used to determine eligibility for the \$500 per day rate by the administrator who arranges the inservice.)
- II. Consultant Hourly Rate Up to \$100.00
- No payment will be given to consultants for preparation time per the amended Teacher Education Center Guidelines approved 10/22/92.
- III. Teacher Participants (non-school hours) \$10.00  
Effective on the first day of the teacher's normal 1997-98 contract year.
- IV. Non-Instructional Participants (non-contact hours) ~~\$6.40~~ 6.67
- V. Special Professional Agreements Board Action
- Professional Agreements may be executed to provide higher or lower rates of pay when approved by the School Board
- VI. Travel Board Rate
- Travel and per diem for consultants may be paid when approved in advance by the Superintendent
- VII. Substitute Teacher participants - with prior authorization for inservice participation. ~~\$7.15~~ 7.42/hr.
- VIII. Non-Instructional Substitute participants - Normal hourly rate of pay,  
with prior authorization for inservice participation. Not to exceed ~~\$6.40~~ 6.67/hr.

Board Approved: 8/17/06  
Revised: 11/21/06