

GDBAB Transportation Staff Compensation And Personnel Topics

Transportation staff will include the following categories:

- Route Drivers- refers to drivers who drive regular before and after school bus routes.
- Shuttle Drivers- refers to drivers assigned to transport students to special education programs, deliver students on reduced classroom schedules to and from school, and other miscellaneous transport of students as program needs require. These drivers do not necessarily require a commercial driver's license (CDL).
- Activities Drivers- refers to drivers assigned to drive athletic trips, activity trips, field trips, and other such events usually requiring transport of students by bus.

Route Drivers:

- Route Drivers will be scheduled to work 1-six (6) hour staff development day before the start of school and also required to attend 4 additional hours of training, scheduled throughout the school year by the Director of Transportation. These hours are required to meet Colorado Department of Transportation requirements for training hours and are in addition to hours worked during driving of routes. Staff development hours are paid at a rate Minimum wage or per Transportation Salary Schedule per hour.
- Route Drivers will be paid an estimated annual income, which will be calculated at the beginning of the year, based on the estimated hours necessary to complete each route. Monthly income for route drivers is determined by dividing the total annual income by 12 months and paid in 12 installments.
- Routes will be assigned by the Director of Transportation, after consultation with the Superintendent, at the start of each year. Changes may be made by the Director of Transportation as deemed necessary, to routes and route schedules.
- Route Driver's salaries will be determined by years of experience, as applied to the Driver's Salary Schedule, Salary Schedule is on the Miami Yoder Website under Employment. Salaries will be capped at Step 21 on the Salary Schedule.
- Route Drivers may, based on seniority, request in writing a transfer should a route come open during the school year.

Shuttle Drivers:

- Shuttle Drivers salary shall be determined by placement on the classified salary schedule, Salary Schedule is on the Miami Yoder Website under Employment.
- Shuttle routes may be added or deleted as determined by enrollment and program requirements. Shuttle drivers are employed as needed.
- Shuttle Drivers need not attain or maintain a commercial driver's license (CDL).

Activity Drivers:

- Activity Drivers will be paid, per the Driver's Salary Schedule. Salaries will be capped at Step 6 on the Salary Schedule.
- Activity Drivers will be scheduled to work 1-six (6) hour staff development day before the start of school and also required to attend 4 additional hours of training, scheduled

throughout the school year by the Director of Transportation. These hours are required to meet Colorado Department of Transportation requirements for training hours and are in addition to hours worked during driving of routes. Staff development hours are paid minimum wage.

- Activity Drivers will be paid on a monthly basis, the 10th of each month, based on hours worked during the recorded pay period. Activity drivers are required to use the district's computerized time clock to record work time.

Transportation aides, when required to assist students, will be paid minimum wage minimum wage or from the Classified Salary Schedule for the hours on the shuttle trip.

Substitute route drivers will be paid per the Driver's Salary Schedule.

Substitute Shuttle Drivers will be paid minimum wage.

Drivers are not scheduled to work or to be paid for staff development days, except those specified above or arranged by the Director of Transportation.

Full-time Drivers:

- Drivers who work 16 hours or more each week shall be considered full time drivers and shall be granted one (1) personnel day and (4) sick days of leave, annually. Leave may be accrued as sick leave, up to 60 days.
- Drivers who exceed 30 hours of driving each week shall be considered "full-time district employees" and receive access to medical benefits and leave benefits associated with Miami-Yoder Board Policy's GDC-2 and GDC-3.

Part-time Drivers;

- Drivers who work less than 16 hours per week.

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