

2017 JCPS Bus Driver & SNTA \$2.50 per Hour Differential Pilot Program

Q. Why is the flat \$200 bonus changing to a \$2.50 per hour differential pay?

A. In October 2016, the JCPS Bus Driver and SNTA incentive pilot program was created to promote an increased daily attendance. To comply with KY state regulations, JCPS is increasing the driver's hourly rate by \$2.50 per hour for all hours worked in a pay period in which the employee works all scheduled hours within that pay period.

Q. Who is eligible to receive the \$2.50 per hour differential pay?

A. All fulltime JCPS Drivers and SNTA's, including new hire probationary fulltime employees

Q. How is it earned and what is given?

A. To be eligible to receive the \$2.50 per hour differential pay, the Driver/SNTA must work all scheduled base hours on assigned contract days and use no leave time, including no sick, personal, emergency, or dock time during that two-week pay period. If a Driver/SNTA is present for the entire pay period, he/she will receive \$2.50 for each hour worked for the Transportation Department. Extra time worked for other departments such as Activity Bus Driving is not eligible for the \$2.50 differential pay.

Q. What happens if a Driver/SNTA starts in the middle of the week?

A. If the Driver/SNTA starts in the middle of the pay period, they are not eligible for the \$2.50 differential pay because they would be docked for the days preceding their start date. The Driver/SNTA will be eligible for the differential pay when he/she works an entire pay cycle.

Q. Why is this being called a pilot program?

A. Based on the past four years, on average bus Driver/SNTA absenteeism is approximately 6%, some days even exceeding 10%. The criteria to determine if this program is successful is to improve that average to 3% or less and be able to cover routes. Therefore, this program will be reviewed at the end of the January 26, 2018 pay period to determine if it has been successful and whether it will be continued for the balance of this school year. This is a pilot.

Q. How will I be paid?

A. The \$2.50 per hour differential pay will be included on the employee's regular paycheck. It will be clearly marked as a separate pay item on the pay stub. Bus Drivers and SNTA's will receive an additional \$2.50 per hour for each hour worked in the pay period for the Transportation Dept, minus any applicable payroll deductions, provided they work all scheduled base hours on assigned contract days and use no leave time, including no sick, personal, emergency, or dock time during that two week pay period. In order to be paid for extra time worked, all green sheets must be turned in by the last day of the pay period.

Q. Will escrow be withheld from the \$2.50 per hour differential pay?

A. No, escrow will not be withheld from the \$2.50 per hour differential pay.

Q. Are holidays eligible for the \$2.50 per hour differential pay?

A. If the holiday falls into a pay period in which contract hours are worked, the holiday is also eligible for the \$2.50 per hour differential pay.

Q. How is the differential pay calculated if there are less than 10 contract days in the pay period?

A. The \$2.50 per hour differential pay is calculated only on hours worked within the pay period. Non-work (escrow) days are not included in the differential pay calculation. For example, the pay period which includes Spring Break is 3/26/17 – 4/6/17. The differential pay will be calculated on the hours worked from 3/26/17 – 3/30/17. Differential pay will not be calculated on the 5 escrow days received for Spring Break, 4/2/18 – 4/6/17.

Q. What happens if my hours are not reported correctly?

A. Since the \$2.50 per hour is paid for each hour worked within the eligible pay period, it is extremely important that all hours worked be reported accurately and timely. If additional hours are reported late after the deadline for time reporting, there will be a delay in receiving the \$2.50 differential pay on the late reported hours in order to determine the eligibility for the differential pay. Please remember falsification of time reporting will result in termination of employment.

Q. When does the pilot begin and how soon after will I earn the mentioned \$2.50 per hour for a given pay period will I receive earnings?

A. The new \$2.50 differential pay pilot program will be presented to the JCPS Board on Tuesday, August 22, 2017. If approved, the additional \$2.50 per hour differential pay will be effective beginning with pay period 8/12/17 – 8/25/17, the first pay period we are transporting students, which will be paid on 9/8/17. The extra \$2.50 per hour differential will be paid on the same paycheck for the pay period in which it was earned unless hours are reported after the required deadline.

Q. What happens if I receive the \$2.50 per hour differential pay in error?

A. The \$2.50 per hour differential pay initially received in error will be deducted from the next available paycheck after the Payroll Department is notified.