



Kenton County School District | It's about ALL kids.

# Issue Paper

**DATE:**

May 28, 2021

**AGENDA ITEM (ACTION ITEM):**

Consider/Approve: Increase to 2022 Bus Driver and Trainer Salary Schedule

**APPLICABLE BOARD POLICY:**

03.221 Salaries

**HISTORY/BACKGROUND:**

The District is currently experiencing a Bus Driver shortage and is proposing an increase to the 2022 Bus Driver Salary. The problem has continued over the last several years even though the District has purchased larger buses, consolidated and eliminated daily routes from 140 in 2017 to 111 in 2021. And despite aggressive advertising efforts, the District has been unable to attract enough new drivers to fill all open routes and itinerant positions. Bus Driver turnover data reflects 18 retirements/resignations in fiscal year 2019, 30 in fiscal year 2020, and 35 so far in fiscal year 2021.

A salary comparison to 7 other districts of similar/larger size found that on the first year of the salary schedule the district is behind 4 of the 7 districts in pay rate, and on year 10 the district is behind 6 of the 7 districts. The KCS D salary schedule becomes much more competitive in later years. The District is in a very competitive labor market not just with other districts, but firms in the area including but not limited to TANK, Amazon, UPS, and Fed Ex.

The proposal includes average increases of \$1.40/hour for years 0-9, \$1.06/hour for years 10-14, \$0.63/hour for years 15-22, and \$0.28/hour for years 23-29. The Bus Trainer salary has historically been calculated as an additional \$1.30 per hour over the Bus Driver rate, will remain the same and be listed on the Miscellaneous Salary Schedule. The proposed wage increases will be funded through savings from route consolidations and does not require an increase to the 2022 Transportation budget.

**FISCAL/BUDGETARY IMPACT:**

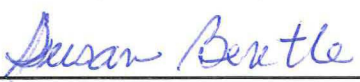
\$130,000 General Fund

**RECOMMENDATION:**


Approval of the 2022 Bus Driver Salary Schedule (BUSD) and 2022 Bus Trainer Hourly Supplement

**CONTACT PERSON:**

Susan Bentle, Exec. Director Finance; David Lloyd Exec. Director Operations

  
Principal

  
District Administrator

  
Superintendent



Kenton County School District  
2021-22 CLASSIFIED EMPLOYEES SALARY SCHEDULE  
PAY SCHEDULE FOR EACH POSITION

LEVEL OF EXPERIENCE		ASPJ	BUST	CUST	CUSJ	ENER	FMHS	HCHJ	HCLE	HCME	HCMS	HCLJ	INTR	INTM	INTI	MCAJ	MECH
	0	\$ 21.94	<del>\$17.35</del>	\$ 14.86	\$ 15.63	\$ 31.83	\$ 16.34	\$ 18.52	\$ 16.62	\$ 16.13	\$ 17.40	\$ 17.38	\$ 21.51	\$ 23.65	\$ 26.03	\$ 23.80	\$ 24.21
	1	\$ 22.20	<del>\$17.59</del>	\$ 15.06	\$ 15.83	\$ 32.24	\$ 16.56	\$ 18.75	\$ 16.83	\$ 16.34	\$ 17.63	\$ 17.60	\$ 21.78	\$ 23.97	\$ 26.36	\$ 24.12	\$ 24.51
	2	\$ 22.49	<del>\$17.81</del>	\$ 15.27	\$ 16.04	\$ 32.70	\$ 16.79	\$ 19.02	\$ 17.07	\$ 16.58	\$ 17.89	\$ 17.85	\$ 22.10	\$ 24.31	\$ 26.74	\$ 24.45	\$ 24.87
	3	\$ 22.82	<del>\$18.10</del>	\$ 15.56	\$ 16.31	\$ 33.29	\$ 17.08	\$ 19.33	\$ 17.36	\$ 16.87	\$ 18.19	\$ 18.15	\$ 22.48	\$ 24.73	\$ 27.22	\$ 24.87	\$ 25.30
	4	\$ 23.20	<del>\$18.34</del>	\$ 15.78	\$ 16.55	\$ 33.76	\$ 17.31	\$ 19.60	\$ 17.63	\$ 17.11	\$ 18.45	\$ 18.38	\$ 22.82	\$ 25.10	\$ 27.60	\$ 25.22	\$ 25.67
	5	\$ 23.51	<del>\$18.46</del>	\$ 15.89	\$ 16.66	\$ 34.06	\$ 17.49	\$ 19.81	\$ 17.79	\$ 17.25	\$ 18.62	\$ 18.54	\$ 23.04	\$ 25.32	\$ 27.84	\$ 25.44	\$ 25.92
	6	\$ 23.75	<del>\$18.58</del>	\$ 16.00	\$ 16.78	\$ 34.63	\$ 17.79	\$ 19.94	\$ 17.92	\$ 17.40	\$ 18.76	\$ 18.69	\$ 23.39	\$ 25.74	\$ 28.34	\$ 25.84	\$ 26.35
	7	\$ 24.04	<del>\$18.80</del>	\$ 16.09	\$ 16.87	\$ 35.49	\$ 17.99	\$ 20.04	\$ 18.02	\$ 17.49	\$ 18.86	\$ 18.78	\$ 23.75	\$ 26.13	\$ 28.73	\$ 26.22	\$ 26.69
	8	\$ 24.30	<del>\$19.09</del>	\$ 16.20	\$ 16.99	\$ 36.54	\$ 18.27	\$ 20.19	\$ 18.15	\$ 17.63	\$ 19.01	\$ 18.91	\$ 24.13	\$ 26.53	\$ 29.19	\$ 26.61	\$ 27.14
	9	\$ 24.57	<del>\$19.35</del>	\$ 16.47	\$ 17.23	\$ 37.11	\$ 18.57	\$ 20.50	\$ 18.43	\$ 17.91	\$ 19.30	\$ 19.21	\$ 24.51	\$ 26.96	\$ 29.67	\$ 27.04	\$ 27.64
	10	\$ 24.95	<del>\$19.83</del>	\$ 16.63	\$ 17.39	\$ 38.02	\$ 19.08	\$ 20.92	\$ 18.82	\$ 18.27	\$ 19.71	\$ 19.59	\$ 24.88	\$ 27.37	\$ 30.10	\$ 27.73	\$ 28.18
	11	\$ 25.55	<del>\$20.38</del>	\$ 17.12	\$ 17.90	\$ 39.14	\$ 19.63	\$ 21.53	\$ 19.39	\$ 18.82	\$ 20.31	\$ 20.15	\$ 25.13	\$ 27.63	\$ 30.40	\$ 28.55	\$ 28.71
	12	\$ 26.30	<del>\$20.94</del>	\$ 17.63	\$ 18.38	\$ 40.26	\$ 20.23	\$ 22.13	\$ 19.95	\$ 19.38	\$ 20.90	\$ 20.73	\$ 25.37	\$ 27.90	\$ 30.71	\$ 29.38	\$ 29.27
	13	\$ 27.05	<del>\$21.53</del>	\$ 18.06	\$ 18.83	\$ 41.00	\$ 20.72	\$ 22.68	\$ 20.45	\$ 19.86	\$ 21.42	\$ 21.21	\$ 25.63	\$ 28.21	\$ 31.01	\$ 30.08	\$ 29.83
	14	\$ 27.69	<del>\$22.02</del>	\$ 18.50	\$ 19.27	\$ 42.00	\$ 21.18	\$ 23.17	\$ 20.93	\$ 20.34	\$ 21.92	\$ 21.70	\$ 25.90	\$ 28.48	\$ 31.32	\$ 30.58	\$ 30.41
	15	\$ 28.23	<del>\$22.57</del>	\$ 18.96	\$ 19.72	\$ 42.33	\$ 21.71	\$ 23.66	\$ 21.41	\$ 20.83	\$ 22.40	\$ 22.18	\$ 26.15	\$ 28.76	\$ 31.64	\$ 31.08	\$ 30.99
	16	\$ 28.73	<del>\$23.16</del>	\$ 19.44	\$ 20.22	\$ 42.97	\$ 22.26	\$ 24.21	\$ 21.96	\$ 21.35	\$ 22.96	\$ 22.72	\$ 26.47	\$ 29.10	\$ 32.03	\$ 31.66	\$ 31.60
	17	\$ 29.35	<del>\$23.65</del>	\$ 19.89	\$ 20.66	\$ 43.53	\$ 22.76	\$ 24.70	\$ 22.43	\$ 21.85	\$ 23.45	\$ 23.20	\$ 26.73	\$ 29.42	\$ 32.34	\$ 32.16	\$ 32.21
	18	\$ 29.85	<del>\$24.06</del>	\$ 20.34	\$ 21.10	\$ 44.08	\$ 23.20	\$ 25.20	\$ 22.92	\$ 22.31	\$ 23.95	\$ 23.67	\$ 27.00	\$ 29.70	\$ 32.67	\$ 32.65	\$ 32.52
	19	\$ 30.38	<del>\$24.58</del>	\$ 20.79	\$ 21.55	\$ 44.65	\$ 23.72	\$ 25.69	\$ 23.38	\$ 22.81	\$ 24.44	\$ 24.17	\$ 27.28	\$ 29.99	\$ 32.99	\$ 33.15	\$ 32.79
	20	\$ 30.90	<del>\$25.15</del>	\$ 21.21	\$ 22.00	\$ 45.21	\$ 24.22	\$ 26.19	\$ 23.88	\$ 23.28	\$ 24.94	\$ 24.63	\$ 27.55	\$ 30.29	\$ 33.33	\$ 33.66	\$ 33.12
	21	\$ 31.42	<del>\$25.67</del>	\$ 21.67	\$ 22.44	\$ 45.75	\$ 24.72	\$ 26.67	\$ 24.36	\$ 23.77	\$ 25.43	\$ 25.14	\$ 27.80	\$ 30.60	\$ 33.67	\$ 34.16	\$ 33.53
	22	\$ 31.95	<del>\$26.26</del>	\$ 22.11	\$ 22.90	\$ 46.32	\$ 25.24	\$ 27.19	\$ 24.85	\$ 24.26	\$ 25.94	\$ 25.61	\$ 28.10	\$ 30.91	\$ 33.99	\$ 34.67	\$ 33.79
	23	\$ 32.48	<del>\$26.82</del>	\$ 22.55	\$ 23.32	\$ 46.87	\$ 25.73	\$ 27.67	\$ 25.32	\$ 24.74	\$ 26.43	\$ 26.11	\$ 28.39	\$ 31.22	\$ 34.33	\$ 35.16	\$ 34.12
	24	\$ 32.99	<del>\$26.97</del>	\$ 22.68	\$ 23.43	\$ 47.14	\$ 25.91	\$ 27.81	\$ 25.47	\$ 24.88	\$ 26.57	\$ 26.24	\$ 28.66	\$ 31.52	\$ 34.69	\$ 35.38	\$ 34.45
	25	\$ 33.18	<del>\$27.41</del>	\$ 23.05	\$ 23.80	\$ 47.97	\$ 26.12	\$ 28.30	\$ 25.91	\$ 25.30	\$ 27.03	\$ 26.66	\$ 29.41	\$ 32.33	\$ 35.57	\$ 35.98	\$ 34.79
	26	\$ 33.74	<del>\$28.20</del>	\$ 23.72	\$ 24.48	\$ 49.36	\$ 26.73	\$ 29.09	\$ 26.65	\$ 26.05	\$ 27.81	\$ 27.43	\$ 30.25	\$ 33.30	\$ 36.62	\$ 37.01	\$ 35.75
	27	\$ 34.71	<del>\$28.37</del>	\$ 23.88	\$ 24.63	\$ 49.69	\$ 26.79	\$ 29.29	\$ 26.84	\$ 26.22	\$ 28.02	\$ 27.61	\$ 30.45	\$ 33.51	\$ 36.84	\$ 37.25	\$ 35.78
	28	\$ 34.94	<del>\$28.59</del>	\$ 24.07	\$ 24.84	\$ 50.11	\$ 27.02	\$ 29.53	\$ 27.06	\$ 26.43	\$ 28.25	\$ 27.82	\$ 31.10	\$ 34.20	\$ 37.63	\$ 37.56	\$ 36.19
	29	\$ 35.21	<del>\$28.70</del>	\$ 24.18	\$ 24.95	\$ 50.33	\$ 27.15	\$ 29.66	\$ 27.20	\$ 26.55	\$ 28.38	\$ 27.96	\$ 31.24	\$ 34.36	\$ 37.81	\$ 37.73	\$ 36.36

Kenton County School District  
2021-22 CLASSIFIED EMPLOYEES SALARY SCHEDULE  
PAY SCHEDULE FOR EACH POSITION

LEVEL OF EXPERIENCE		BUSD	<del>BUST</del>
	0	\$ 17.50	<del>\$17.35</del>
	1	\$ 17.69	<del>\$17.59</del>
	2	\$ 17.94	<del>\$17.81</del>
	3	\$ 18.21	<del>\$18.10</del>
	4	\$ 18.44	<del>\$18.34</del>
	5	\$ 18.55	<del>\$18.46</del>
	6	\$ 18.67	<del>\$18.58</del>
	7	\$ 18.91	<del>\$18.80</del>
	8	\$ 19.17	<del>\$19.09</del>
	9	\$ 19.46	<del>\$19.35</del>
	10	\$ 19.60	<del>\$19.83</del>
	11	\$ 20.17	<del>\$20.38</del>
	12	\$ 20.72	<del>\$20.94</del>
	13	\$ 21.29	<del>\$21.53</del>
	14	\$ 21.77	<del>\$22.02</del>
	15	\$ 21.97	<del>\$22.57</del>
	16	\$ 22.55	<del>\$23.16</del>
	17	\$ 23.04	<del>\$23.65</del>
	18	\$ 23.41	<del>\$24.06</del>
	19	\$ 23.97	<del>\$24.58</del>
	20	\$ 24.39	<del>\$25.15</del>
	21	\$ 24.95	<del>\$25.67</del>
	22	\$ 25.54	<del>\$26.26</del>
	23	\$ 25.66	<del>\$26.82</del>
	24	\$ 26.13	<del>\$26.97</del>
	25	\$ 26.89	<del>\$27.41</del>
	26	\$ 27.05	<del>\$28.20</del>
	27	\$ 27.29	<del>\$28.37</del>
	28	\$ 27.40	<del>\$28.59</del>
	29	\$ 27.50	<del>\$28.70</del>



KENTON COUNTY BOARD OF EDUCATION  
MISCELLANEOUS POSITIONS 2021 - 2022

SECRETARY TO THE BOARD	\$13,980	ANNUAL
TREASURER	\$11,586	ANNUAL
TRANSPORTATION-SUB CALLING	\$3,000	ANNUAL
FOOD SERVICE MANAGER - BREAKFAST SUPPLEMEN	\$1,200	ANNUAL
SIGN LANGUAGE CERTIFICATION SUPPLEMENT	\$2,000	ANNUAL
NATIONAL BOARD CERTIFICATION SUPPLEMENT	\$2,000	ANNUAL
CLASSIFIED DOCTORATE SUPPLEMENT	\$3,000	ANNUAL

**BUS DRIVER TRAINER SUPPLEMENT** **\$1.30 PER HOUR**

HEALTH ASSISTANT SUPPLEMENT \$1.40 PER HOUR

SUMMER BUS MAINTENANCE \$13.32 PER HOUR

SWIM INSTRUCTOR/LIFEGUARD \$13.20 PER HOUR

SUBSTITUTE INTERPRETER PER CONTRACTED RATE

DISTRICT BUILDING OPERATIONS SUPERVISOR HOURLY RATE:

HCME/HCMS/G8/HCLE/HCMC/HCHJ/HCLJ

CHILD CARE EMPLOYEE \$15.98 PER HOUR

SBDM SECRETARY UP TO \$25.00 PER HOUR

REGISTERED NURSE ADDN'L HOURS \$30.00 PER HOUR

SCHOOL TEACHER ADDN'L HOURS \$33.00 PER HOUR

SCHOOL TEACHER ADDN'L INSTRUCTION HOURS \$50.00 PER HOUR

ADMINISTRATOR EVENT SUPERVISOR \$35.00 PER HOUR

CLASSIFIED POSITION SUBSTITUTE 0 EXP LEVEL I FROM CLASSIFIED PAY SCALE

HOME HOSPITAL TEACHER SUBSTITUTE \$50.00 PER HOUR

AP SCIENCE LAB STIPEND \$2,500 ANNUAL

ADULT EVENT WORKER \$15.00 PER HOUR

STUDENT EVENT WORKER \$10.00 PER HOUR

COOPERATING TEACHER KDE REIMBURSEMENT OR UNIV. CONTRACT RATE