



Bus Driver/Transportation Staff Incentive

Driving a school bus is a demanding job and school systems across the nation are realizing a shortage. Qualifications for bus drivers have become more rigorous in recent years as a Commercial Driver's License (CDL) is difficult to obtain, physicals are more stringent, and there is a minimum two week waiting period between receiving a CDL permit and taking the road test. Many operators report safety has increased, but also numerous candidates have been discouraged from applying. Across the county there is a shortage of school bus drivers. Presently, the Tuscaloosa City Schools (TCS) has six (6) bus driver vacancies. In order to decrease the bus driver shortage at the TCS and fairly compensate existing bus drivers, the following are actions to enhance our Transportation Department.

Action 1. Provide a \$500.00 incentive for a candidate who becomes a bus driver.

- This incentive will be for any candidate who becomes employed with the TCS during the time of August 31, 2020-August 30, 2021. (Incentives are pre-tax amounts)
- If approved for employment, the employee will receive \$250 after the first 3 months of employment and \$250 after the next 3 months of employment.
- Possible cost to the school system (2020-21): 6 (6 drivers needed currently) vacancies X \$500=\$3,000

\$20,000 (2019-20 school year)

\$20,000 (2018-19 school year)

\$23,000 (2017-2018 school year)

Action 2. Provide a full reimbursement for a bus driver candidate without a current CDL who becomes certified and employed to drive for the TCS.

- The reimbursement will cover up to the total cost of becoming certified which is currently \$237.25 (fingerprints, testing fee, CDL Learners' License, Class B CDL License, and a Motor Vehicle Report) during the time of August 31, 2019-August 31, 2020.
- Possible cost to the school system (2020-21): \$237.25 X 6 (6 drivers needed currently)=\$1,423.50

\$316.60 (2019-20 school year)

\$454.75 (2018-19 school year)

\$1,660.75 (2017-2018 school year)



Action 3. Attendance Bonus (available to all transportation employees minus director, coordinator, and specialist): August 6 – October 9, 2020: \$125.00 (miss no more than 3 routes with system and local PD and work days included); October 14-December 18, 2020: \$125.00 (miss no more than 3 routes with system and local PD and work days included); January 4-March 12, 2021: \$125.00 (miss no more than 3 routes with system and local PD and work days included); March 22-May 28, 2021: \$125.00 (miss no more than 3 routes with system and local PD and work days included) (Incentives are pre-tax amounts)

Possible cost to the school system (2020-21): \$74,000 (148 employees X \$500)

\$72,500 (August 2019-March 2020)

\$103,000 (2018-19 school year)

Did not have this bonus during the 2017-18 school year

Possible Total cost to the school system: \$78,423.50 (2020-21 school year)