

Bus Driver Matrix 2023-2024

Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$15.60	\$15.81	\$16.02	\$16.22	\$16.43	\$16.64	\$16.85	\$17.06	\$17.26	\$17.72	\$18.25

Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
\$18.79	\$19.34	\$19.92	\$20.51	\$21.11	\$21.74	\$22.38	\$23.06	\$23.75	\$24.47

Bus Driver Interns: \$12.00/hour
 Bus Driver Substitute: \$14.00/hour
 Non-CDL Van Drivers: \$10.00/hour
 Temporary Bus Aides/Monitors: \$ 9.25/hour
 Trip Drivers: Driver's hourly rate: \$13.15/hour if not a regular route driver
 Sponsor/Coach Driver: \$25.00 in season sponsor/coach

Experience and driving record will be considered upon initial placement on scale. The Marshall Board of Trustees will determine each year as they set the budget if the scale is to be adjusted.

Effective 7/29/19, MISD Bus Driver Matrix maximum step will cap at Step 20. Current MISD drivers at a higher step will be "grandfathered in" at their current rate.

Training Rates

Position	Flat Rate
Bus Drivers 8 Hour Certification	\$100.00
Bus Drivers 20 Hour Certification	\$160.00

*Rate does not apply to an expired 8-hour certification needing a new 20-hour certification.

New Hire Incentive

- This incentive is available only to full-time drivers. Full-time drivers are those who are assigned to drive at least a complete AM and PM route per day.
- Currently employed full-time Transportation Department drivers are NOT eligible for the hiring incentive.
- To be eligible, an applicant for a full-time bus driver position must possess a valid Texas Commercial Driver's License (CDL).
- The eligibility for all incentive payments covered by this plan is contingent upon the employee maintaining his or her full-time employment in the District's Transportation Department, maintaining his or her full-time assigned transportation work schedule through the effective date established by the Superintendent of Schools and maintaining satisfactory job performance.
- This plan is in effect from the date of its approval and authorization by the Board of Trustees until it is cancelled in writing by the Superintendent of Schools.

- Any bus driver currently employed by the District who resigns, abandons employment, or is terminated will not be eligible for this or any subsequently offered incentive plan for a period of three (3) full calendar years after leaving employment of the District as a bus driver.
- Eligible, qualified full-time drivers who are accepted by the District for this incentive will receive a one-time sign-on payment of six hundred dollars and no/100 cents (\$600.00), payable with their regular December paycheck the year in which they are hired.
- Eligible, qualified full-time drivers who complete the school year and who return to full-time bus driving duty and assignment with the District will receive a final one-time payment of six hundred dollars and no/100 cents (\$600.00), payable with their regular September paycheck in the subsequent year.

Attendance Incentive

- Any eligible full-time bus driver employed by the District, whether currently employed or hired after the adoption of this plan, shall receive an incentive payment for perfect attendance during 4 periods:
August - October paid in November,
November - January paid in February,
February - March paid in April,
April - May paid in June;

Paid in the amount of \$187.50 per period for a max of \$750.00, payable on their regular paycheck.

NOTE: All bus drivers employed by the District are employed on an "at-will" basis. Nothing contained in this plan is intended to or does create a contract of employment or any expectation of or property interest in continued employment with the District. The district reserves the authority and option to cancel all or any part of the incentives at any time, effective at the end of the school year.