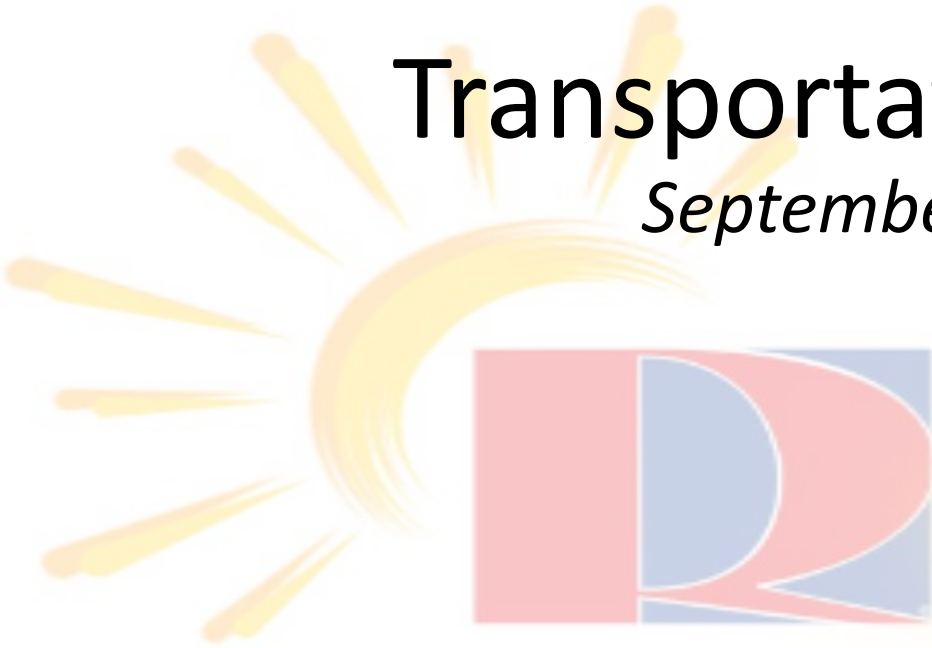


Transportation Update

September 12, 2022



*Day of
hope*

A large, stylized sunburst graphic in shades of yellow and orange, positioned behind the agenda items.

Agenda

- National Headlines
- District Pay Comparison
- Raytown Data Profile
- Employee Survey Data
- Driver Compensation Package
- Recruitment Efforts
- Proposal

The logo for Raytown, featuring a stylized 'R' with a red and blue color scheme.

day of hope

National Headlines

- Lacking Bus Drivers, Schools Make Tough Calls on Transportation - *Education Week, 2022*
- Districts Struggle to Transport Students Amid Ongoing Bus Driver Shortage - *Scriptsmidia 2022*
- Michigan Schools Grappling with Lack of Bus Drivers, Support Staff - *The Holland Sentinel, 2022*

Pay Rate Comparison

Bus Driver Pay Rate Comparison			
	Starting	Midpoint (#steps)	High (# steps)
North Kansas City	\$19.00	\$24.61 (25)	\$30.94 (50)
Lee's Summit	\$18.69	\$21.90 (9)	\$26.18 (18)
Liberty	\$18.39	\$22.35 (12)	\$26.20 (24)
Raytown	\$17.55	\$23.63 (16)	\$32.48 (32)
Blue Springs	\$17.43	not published online	
Grandview	\$17.18	\$24.59 (8)	\$31.81 (15)
Independence	\$16.86	\$20.15 (10)	\$23.80 (20)
Grain Valley	\$16.83	\$22.83 (25)	\$29.08 (50)

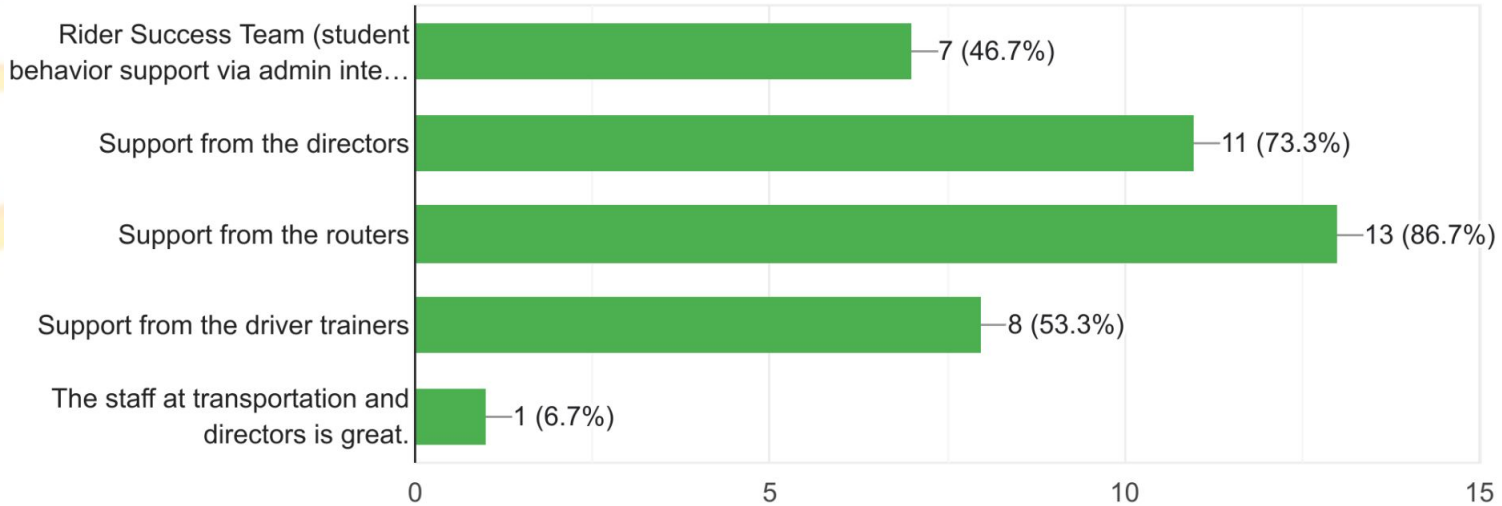
Raytown Driver / Rider Profile

	2021-22	2022-23
Routes	44	36
Full Time Drivers	45	34
Student Count	4951	3932
Students per driver	110	116

Employee Survey Data

What Transportation Department supports make you want to stay with the department?

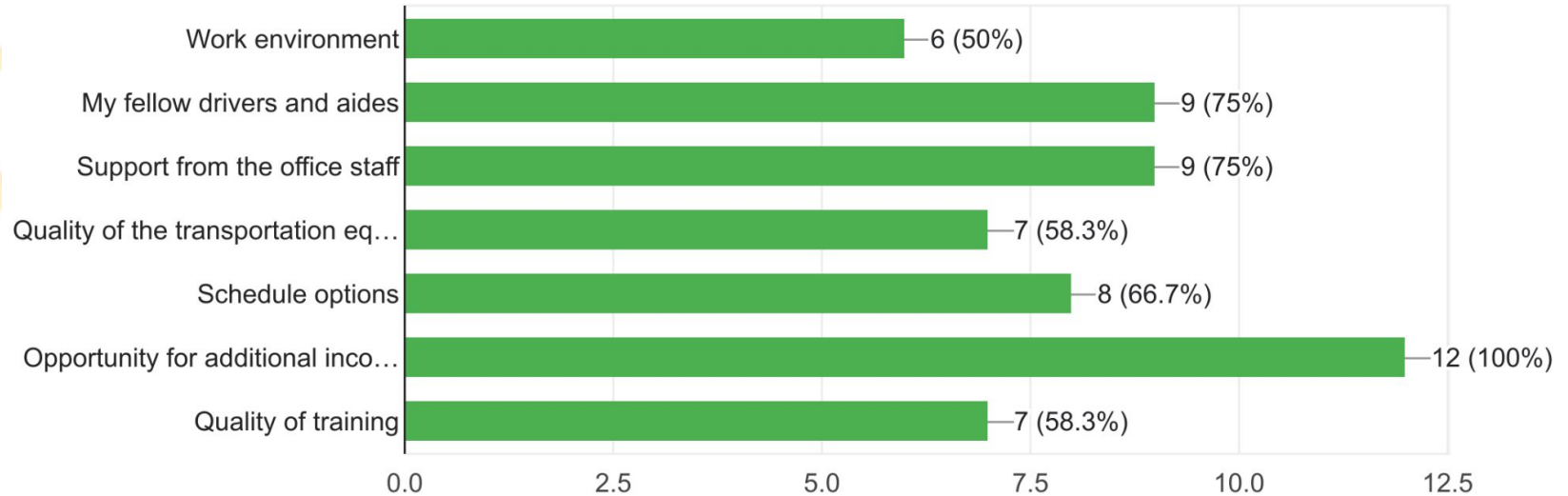
15 responses



Employee Survey Data

What do you like about being a driver for the Raytown School district? (check all that apply)

12 responses



Employee Survey Data

What do you think would attract new drivers to work for Raytown?

- Higher Pay
- Bus Aides on all the buses
- More Advertising (Facebook, Hiring events, etc)
- Better Equipment (voice navigation, A/C on buses, ect)

Employee Survey Data

What are other districts doing for drivers that you think Raytown should try?

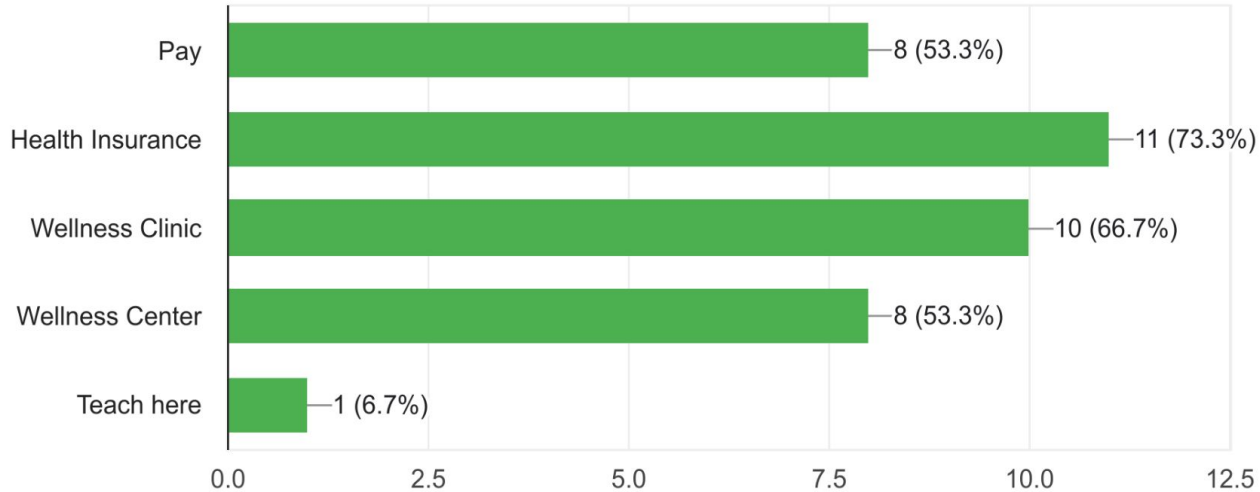
- Higher Pay
- Longevity/Referral bonus
- Better Equipment (voice navigation, A/C on buses, ect)

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Employee Survey Data

What Raytown School District benefits make you want to stay with the district? (Check all that apply)

15 responses



Compensation Package

- Competitive Salary
- Full Benefits
- Paid Training
- Paid Licensing Fees
- Referral Bonus



RAYTOWN QUALITY SCHOOLS TRANSPORTATION
EMPLOYMENT BENEFITS

HEALTH

- Health, Vision, Dental, and Life insurance plans available
- On-site Quality Care Clinic
- Free gym membership

FAMILY

- Sick, personal, and bereavement leave
- Family Medical and Disability leave options
- Before/After School Care options

FINANCIAL

- Direct deposit
- Tax savings plan
- Retirement and 403B options
- Additional pay and overtime eligible

RAYTOWN QUALITY SCHOOLS
Beyond the Classroom
TRANSPORTATION

APPLY ONLINE
www.raytownschools.org

For more information, call the Transportation Dept. Office: (816) 268-7170

Recruitment Efforts

- Tuesday Test Drive
- Job Postings
- Community Outreach
- Outsourcing
- Social Media



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hope*



Proposal

- **Referral Bonus**

- We propose the start of a referral bonus program which will provide existing staff with a \$500 incentive for the referral of new drivers.

all of hope



Questions?



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