



Bus Drivers Overview

- Bus Drivers are either district employed or contractors.
 - The FY23 state base rate for bus drivers is \$21/hr for all drivers regardless of years of experience.
 - Districts that employ bus drivers, in many cases, have created local salary steps for bus drivers.
 - State share = 90%, local share = 10% (with a few exceptions, such as students living in foster care)
 - The Public School Transportation Committee has recommended to increase bus driver salaries to \$25/hr.
 - The FY24 budget is anticipated to increase the state base rate to \$22.50/hr.
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Delaware Bus Driver State Base Hourly Rate 2022-2023

	DE State Hourly Base Rate
Bus Driver	\$21.00



Maryland Bus Driver Hourly Rates 2022-2023

	Contractor Employed Average Hourly Rate	District Employed Hourly Rate Schedule
Caroline County	\$29.00	\$17.75 - \$29.86
Cecil County	\$25.00	\$18.65 - \$23.44
Dorchester County	\$24.48	\$15.85 - \$22.80
Kent County	\$25.14	\$20.11 - \$24.41
Queen Anne's County	\$25.00	-
Wicomico County	\$25.50	\$15.91 - \$25.39
Worcester County	\$25.00	-



Pennsylvania Bus Driver Starting Rates 2022-2023

	Contractor Employed Starting Hourly Rate	District Employed Starting Hourly Rate
Avon Grove School District	\$22.00	-
Chichester School District	-	\$19.75
Garnet Valley School District	-	\$25.46
Kennett Consolidated School District	\$25.15	-
Unionville-Chadds Ford School District	-	\$21.21



Bus Driver Proposed Recommendation (for FY25)

Proposed recommendation: create a salary schedule starting at \$25/hr in Step 1 with a 1% increase between steps up to Step 15.

	DE Step 1 Base Rate with General Increase (FY24)*	DE Adjusted Step 1 Salary Schedule with \$25/hr Increase (FY25)
Step 1	\$22.50/hr	\$25.00/hr
Step 2	-	\$25.25/hr
Step 3	-	\$25.50/hr
Step 4	-	\$25.76/hr
Step 5	-	\$26.02/hr
Step 6	-	\$26.28/hr
Step 7	-	\$26.54/hr
Step 8	-	\$26.81/hr

	DE Step 1 Base Rate with General Increase (FY24)*	DE Adjusted Step 1 Salary Schedule with \$25/hr Increase (FY25)
Step 9	-	\$27.08/hr
Step 10	-	\$27.35/hr
Step 11	-	\$27.62/hr
Step 12	-	\$27.90/hr
Step 13	-	\$28.18/hr
Step 14	-	\$28.46/hr
Step 15	-	\$28.74/hr



Bus Driver Recommendations - Cost to the State

	Cost
Base Driver Hourly Increase from \$22.50 to \$25.00	\$4,847,347.84
Increase to implement 15 steps	\$3,537,982.24
Total Combined Cost	\$8,385,330.09
State Cost of Total (Funded at 90%)	\$7,546,797.08



Bus Aides Overview

- Bus aides were not specifically included in SB 100.
 - State currently funds aides earned through the formula based on the service paraprofessional salary schedule.
 - State funding for bus aides would be addressed through any modifications to the service paraprofessional salary schedule.
 - There is a wide variety in how school districts handle salaries for bus aides. The work group is continuing to review.
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Discussion

