
TIPTON COMMUNITY SCHOOL CORPORATION
MEMORANDUM

TO: Board of School Trustees

FROM: Kevin Emsweller, Superintendent

DATE: 12/02/2019

RE: Adjustment of Pay – Robin Parr

As we have been discussing, there has been a need to look at the position of Lead Bus Driver. Last month adjustments were made based on the information at the time. As that position developed, the pay was originally established to account for driving a full route (morning and afternoon). Over time, that evolved to where only the Boys and Girls Club was being driven.

Recently, because of medical issue, that route was not driven as Ms. Parr had not been released by the doctor to drive. Ms. Parr admits that because this was a back issue, she was overly cautious before getting back driving a bus and risking additional damage to her back injury. Because of the, Ms. Parr's pay was adjusted to being equivalent to that of a secretary – those duties she was performing. That amounted to \$21.02/hour (with recent pay increase included) effective November 18, 2019.

Since that time, Ms. Parr has been released by her doctor to resume driving a bus (effective December 2, 2019). Because of this duty being added back to her assignments, it is felt she should receive bus driver pay when driving a bus. The basic hourly pay for a bus driver is \$42.50/hour.

It is recommended that Robin Parr's pay be established at \$22.88/hour. This is calculated based on:

- For 180 days when school is in session her average hourly rate would be \$23.71 (7 hours @ \$21.02 plus 1 hour @ \$42.50). The one hour is for driving the Boys & Girls Club Route. The daily rate for these 180 days would be \$189.68.
- For the remaining 80 days of the 260 day contract, Robin would be paid \$21.02/hour or a daily rate of \$168.16.
- When the days above are combined, the average hourly rate is established at \$22.88.

Proposed Rate (with driving B&G Club)	Hourly Rate	Daily Rate	Annual Salary
School Year (180 days) (7 hours @ 21.02 plus 1 hour at 42.50 (B&G))	\$23.71	\$189.68	\$34,142.40
Other (80 days)	\$21.02	\$168.16	\$13,452.80
Annual Salary			\$47,595.20
Average hourly rate:			\$22.88
	Hourly Rate	Daily Rate	Salary
Pervious Pay	\$24.70	\$197.60	\$51,376.00
Adjusted Pay 2019.11.18 (with raise)	\$21.02	\$168.16	\$43,721.60

MEMO

Any additional driving that Robin may be called upon will be compensated as:

- **Substitute Driving:** When substitute driving for another bus driver on a regular route, Robin will receive the regular hourly rate of \$42.50/hour for the time driven. This may overlap her regular working hours whereby she would receive the difference in pay for a total of \$42.50/hour.
- **ECA/Field Trip.** When these trips occur during the regular school day, bus drivers are paid \$12.50/hour. Should Robin need to drive these trips; she will maintain her regular hourly rate (\$22.88).