

Legislated Additional Bus Salary Increase

**Board of Education
Work Session
3/25/2024**

N.C. State Budget - Approved Oct 3, 2023 for 2023-2024 fiscal year

SECTION 7A.10.(b) Of the funds appropriated in this act to the Department of Public Instruction for the 2023-2024 fiscal year, the sum of four million seven hundred sixteen thousand nine hundred thirty-two dollars (\$4,716,932) in recurring funds shall be allocated to local boards of education to increase the average rates of pay for school bus drivers. These funds shall be allocated on an equitable basis among all school bus drivers in the local school administrative unit. Compensation increases received by school bus drivers pursuant to this subsection shall be in addition to the increases provided for noncertified personnel pursuant to subsection (a) of this section.

<https://www.ncleg.gov/Sessions/2023/Bills/House/PDF/H259v7.pdf>

[Link](#) to Legislated Salary FAQ from NCDPI (page 6)

2. How do we apply the extra funding for bus driver pay? Do they get 4% or 6%?

The budget bill does provide extra funding for bus driver pay; however, it states that it provides “an average” of an additional 2% funding.

The formula for distributing those funds will be presented to the State Board of Education at the November meeting and distributed after that is approved. It will be determined by the local districts how best to apply the allotted funds and how much of an additional increase may be afforded dependent on the local pay scales and funding that is received.

The funding is to be an annual recurring salary increase, subject to TSERS, for all bus drivers.

3. May we provide the bus drivers with the extra funds as a stipend or annual salary payment?

The funding is intended to be an annual recurring salary increase, subject to TSERS, for the bus drivers. There is not stipulation or requirement that it be provided as part of the hourly wage. We would leave that to the local boards of education to best determine for their staff the best and most equitable way to distribute those funds to their drivers on an annual recurring basis. It is meant for all, so these are not to be tied to performance related criteria.

State Allotment to RCS:

\$38,044

(State PRC 056)

Allotted on Dec 12, 2023

Bus Driver Salary Analysis

Actual Expenses						
3 week	4 week	4 week	4 week	4 week	5 week	4 week
Aug MTD	Sept MTD	Oct MTD	Nov MTD	Dec MTD	Jan MTD	Feb MTD
\$2,366.12	\$52,157.99	\$169,867.67	\$178,146.61	\$164,493.01	\$215,082.86	\$145,756.44

Projections			
5 week	5 week	4 week	5 week
Mar MTD	Apr MTD	May MTD	Jun MTD
\$215,500.00	\$215,500.00	\$178,000.00	\$220,000.00

Projected Annual
2023-2024
\$1,756,870.70

Plus additional 2%

+ 2%		Over/Under
\$1,792,008.11	SALARY	\$38,044.00
\$35,137.41		
\$2,688.01	FICA 7.65%	
\$8,791.38	RET 25.02%	Over
\$46,616.81		-\$8,572.81

Plus additional 1.75%

+ 1.75%		Over/Under
\$1,787,615.94	SALARY	\$38,044.00
\$30,745.24		
\$2,352.01	FICA 7.65%	
\$7,692.46	RET 25.02%	Over
\$40,789.71		-\$2,745.71

Plus additional 1.5%

+ 1.5%		Over/Under
\$1,783,223.76	SALARY	\$38,044.00
\$26,353.06		
\$2,016.01	FICA 7.65%	
\$6,593.54	RET 25.02%	Under
\$34,962.61		\$3,081.39

Best option: Additional 1.75%

Maximizes the allotment

Current Bus Pay Schedule

[Link](#) to Bus Pay Schedule

BUS SALARY SCHEDULE			
2023-2024			
4% Increase			
<u>Years Experience</u>	<u>Hourly Rate</u>	<u>1.5%*</u>	<u>3%**</u>
0	16.23	16.48	16.72
1	16.45	16.70	16.95
2	16.67	16.93	17.18
3	16.89	17.15	17.40
4	17.13	17.39	17.65
5	17.39	17.66	17.92

Bus Pay Schedule with additional 1.75% increase

BUS SALARY SCHEDULE			
2023-2024			
4% Increase + additional 1.75% increase			
<u>Years Experience</u>	<u>Hourly Rate</u>	<u>1.5%*</u>	<u>3%**</u>
0	16.52	16.77	17.02
1	16.74	17.00	17.25
2	16.97	17.23	17.48
3	17.19	17.45	17.71
4	17.43	17.70	17.96
5	17.70	17.97	18.24

Increase per step

<u>Years Experience</u>	<u>Hourly Rate</u>	<u>1.5%*</u>	<u>3%**</u>
0	0.29	0.29	0.30
1	0.29	0.30	0.30
2	0.30	0.30	0.30
3	0.30	0.30	0.31
4	0.30	0.31	0.31
5	0.31	0.31	0.32

Increase will be effective with
March 29th payroll

Retro pay will be included in
April 30th payroll

Questions?

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