



## MARION COUNTY BOARD OF EDUCATION

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**Goal:** To increase the number of substitute bus drivers Marion County Schools will offer financial incentives with hopes of building a pool of certified substitute drivers for full time employment.

**Rationale:** By providing pay incentives for timely completion of the required 52 hours of mandatory RESA VII bus driver training Marion County Schools will increase the number of substitute drivers.

**Funding:** A total of \$25,000.00 will be allocated yearly from transportation funds to cover the costs of training drivers.

### **(1) Fee Waiver Initiative**

Prospective bus drivers will have fees (below) waived by signing a promissory note which outlines a commitment to work in Marion County.

\$50.00 - written test sent to Charleston - Marion County will pay fee one time

\$90.00 - hands on test – Marion County will pay fee one time

\$25.00 - \$75.00 – licensure fee – Marion County Schools will pay fee one time

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\$165.00 - \$215.00 Fee waiver paid for by Marion County Schools upon signing of attorney approved promissory note

### **(2) Program Completion Incentive**

#### **4 Week Program Completion**

Substitute bus drivers who complete the required 52 hours of mandatory RESA VII bus driver training in the four-week window will be compensated with a \$25.00 hourly rate. Drivers will sign a promissory note which mandates one year of substitute driver service to Marion County Schools. (52 X \$25.00 = \$1,300.00)

(over please)

***5 Week Program Completion***

Substitute bus drivers who complete the required 52 hours of mandatory RESA VII bus driver training in the five-week window will be compensated with a \$20.00 hourly rate. Drivers will sign a promissory note which mandates one year of substitute driver service to Marion County Schools. (52 X \$20.00 = \$1040.00)

***6 Week Program Completion***

Substitute bus drivers who complete the required 52 hours of mandatory RESA VII bus driver training in a six-week window will be compensated with a \$15.00 hourly rate. Drivers will sign a promissory note which mandates one year of substitute driver service to Marion County Schools. (52 X \$15.00 = \$780.00)