

BOARD BRIEF

Date: August 12, 2022

BOARD INFORMATION: __X__

MEETING PREPARATION: _____

FROM: Melanie Kay-Wyatt, Ed.D., Chief of Human Resources

THROUGH: Gregory C. Hutchings, Jr., Ed.D., Superintendent of Schools

TO: The Honorable Meagan Alderton, Chair, and
Members of the Alexandria City School Board

TOPIC: Bus Driver Recruitment and Retention Incentive Program 2022-2023

ACPS 2025 STRATEGIC PLAN GOAL:

Goal 2: Instructional Excellence

SY 2022-2023 FOCUS AREA:

n/a

FY 2023 BUDGET PRIORITY:

Implementation of 2025 Strategic Plan

SUMMARY: The ACPS School Bus Driver Recruitment and Retention Incentive Program is in response to the critical shortage of ACPS school bus drivers (which has been exacerbated by the pandemic), resulting in significant school bus driver vacancies. Both the need to attract new school bus drivers and keep the team of existing drivers to maintain FY 2022-23 school operations continuity strongly supports offering additional incentives for ACPS to remain competitive in the school bus driver labor market.

This recommendation is for the 2022-23 school year. The recruitment and retention incentive is non-recurring and non-accumulating to be paid to our school bus drivers with the sole objective of incentivizing the individual who is receiving the incentive to either (1) join ACPS as a school bus driver or (2) remain as a school bus driver with ACPS. The recruitment and retention incentive is subject to state and federal taxes.

The recruitment and retention incentives are intended as lump-sum payments which will be split into installments in exchange for the employee joining and/or remaining with ACPS and continuing to deliver excellent service to the ACPS community.

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The estimated amount of the FY 2022-23 School Bus Driver Recruitment and Retention Incentive Program is **\$186,000**.

The recruitment and retention incentive paid to eligible new ACPS school bus driver hires and existing school bus driver employees will be provided as:

FY 2022-2023 driver recruitment incentive for newly hired school bus drivers –

- § \$3,000 for school year
 - o \$1,500 received at hire
 - o \$1,500 received January 2023

FY 2022-2023 driver retention incentive for current school bus drivers –

- § \$1,500 for school year
 - o \$750 received September 2022 payroll
 - o \$750 received January 2023 payroll

BACKGROUND: N/A

RECOMMENDATION: The Superintendent recommends that the School Board review the Bus Driver Recruitment and Retention Incentive Program as described above.

IMPACT: N/A

ATTACHMENTS:

N/A

REFERENCES: N/A

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