

Transportation Overview

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Current Office Positions

Director

Assistant Director

Routers (2)



Dispatcher

**Admin
Assistant**

**Part-time
Dispatcher**

Lead Drivers (2)





Standard Work Hours

- Drivers and monitors are guaranteed 5 Hours; **anything over 5 hours is considered overtime @ 1.0.**
- Lead Drivers serve as route drivers and driver trainers. They work 8 hours/day.
- Routers work 40 hours/week; **anything over 40 hours is considered overtime @1.5**
- Dispatchers work 40 hours/week; **anything over 40 hours is considered overtime @1.5**



Overtime Breakdown

2022-2023 Number of OT Hours:

Total Hours Paid: **25,275.65**

- 21,063.20 @ OT 1.0
 - (25-40 Hours)
- 4,212.45 @ OT 1.5
 - (Over 40 Hours)

Total Paid: **\$783,474.31**

- @ 1.0: \$559,537.63
- @ 1.5: \$223,936.68

2023-2024 Number of OT Hours:

Total Hours Paid: **33,377.02**

- 27,048.30 @ OT 1.0
 - (25-40 Hours)
- 6,328.72 @ OT 1.5
 - (Over 40 Hours)

Total Paid: **\$889,521.25**

- @ 1.0: \$590,985.93
- @ 1.5: \$298,535.32



screen shot from the College Station ISD YouTube channel

2022-2023	Base Pay	Supplemental Pay	Total
Employee A	\$43,537.40	\$5,737.76	\$49,275.16
Employee B	\$18,777.26	\$18,984.22	\$37,761.48
Employee C	\$14,501.55	\$3,517.17	\$18,018.72



Employee Review

2023-2024	Base Pay	Supplemental Pay	Total
Employee A	\$35,684.89	\$15,234.60	\$50,919.49
Employee B	\$17,360.42	\$22,747.72	\$40,108.14
Employee C	\$16,781.52	\$20,387.69	\$37,169.21
Employee D	\$13,870.87	\$10,942.58	\$24,813.45



Defined Personnel Positions

→ Driver Supervisor

◆ Total Drivers: **85** Total Monitors: **35**

→ Field Trip Coordinator

◆ Total Field Trips: **2,122** Total Passengers: **187,549**

→ SpED Router

◆ Total SpED Riders: **463**

→ Student Management Supervisor

◆ Total Referrals: **967** Not Escalated: **250**



screen shot from the College Station ISD YouTube channel

Benefits

- Clearly defined job description with expectations
- Training targeted for the position
- Evaluations that provide feedback and areas for improvement/growth
- Consistency within the department
- Reduction in overtime hours & expenses
- Provide our employees the opportunity to be more proficient in their positions by focusing on one job
- Anticipated net savings with defined personnel positions

