



Joplin Schools

*Bus Driver Recruitment & Retention
Incentive Program*

Alignment to Joplin Schools' Strategic Plan:

GOAL 2: LEARNER SUPPORT

Joplin Schools will involve stakeholders to become a team of empowered adults who are student-focused through their actions, resources, and continuous improvement cycles of PDSA.

2.2 Joplin Schools will recruit, develop, and retain quality staff.

2.2.1 District and site level staff satisfaction

2.2.2 Classrooms meeting expectations of continuous improvement

2.2.3 Teacher and staff retention

2.2.4 Staff showing ownership of personal learning, growth, and seeking feedback

Programs

Eligible individuals can participate in one or both of the following programs:

- Bus Driver Referral Program
- Safe Driving Program

All programs are being piloted for the 2021-2022 school year and may be extended at the discretion of the District.

Bus Driver Referral Program

Eligibility: Current part-time and full-time bus drivers and bus aides.

Program Criteria:

- Candidates must identify the referring employee's name on the application or during the screening/interview process.
- Referred candidates must not already be in the recruiting process.
- There is no limit to the number of candidates that eligible employees may refer for employment.
- Referred candidates must successfully complete the employment application, interview process(es), and all other requirements of employment.
- After being hired, the referred candidate must obtain necessary CDL and endorsements as outlined in the job description, or already have obtained them, and complete any required training.
- Once the referred candidate has obtained all necessary licenses and endorsements and successfully completes 3 months of employment in a regular part-time or full-time position, the referring employee will be eligible for a \$500 incentive payment with an

additional \$500 incentive payment after the referred candidate successfully completes 6 months of employment in a regular part-time or full-time position with the District.

- Incentive payments will be paid in the next pay period following completion of the requirements.
- Current employees who are referring former bus drivers that have resigned since 7/1/2021 will be excluded from this incentive.

Safe Driving Program

Eligibility: Current and newly hired part-time and full-time bus drivers.

Program Criteria:

- No driving citations by law enforcement or department infractions related to safety in a quarter.
- No at-fault accidents* in a quarter.
- Disqualification rules apply per quarter.
- Disqualified from participation in the subsequent quarter if in an at-fault accident.
- Disqualified if two or more infractions in a quarter. Seatbelt violations, speeding violations, any moving violations, and inappropriate use of mobile devices while driving will disqualify the driver from participation in the subsequent quarter.
- Drivers hired in the middle of a quarter will not be eligible until a full quarter is completed.
- Eligible bus drivers can earn a \$250 safe driving incentive per quarter (based on the school calendar) during the school year. This will be paid in the next pay period following the end of the quarter.

**An accident is defined as any incident involving a district-owned or operated vehicle that results in injury or damage to any persons, property or equipment.*

All incentives are subject to regular payroll taxes and other applicable deductions according to law.

Any employee who leaves employment with the District forfeits their eligibility for any and all incentive payments as of their final day of employment.