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Date

August 13, 1976

A STUDY OF SALARIES, WAGES, AND FRINGE BENEFITS
OF BUS DRIVERS EMPLOYED BY
SCHOOL DISTRICTS

by

DONALD PAUL KIPP

A professional paper submitted in partial fulfillment
of the requirements for the degree

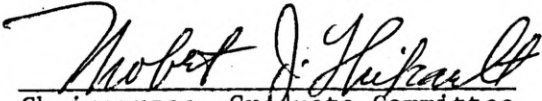
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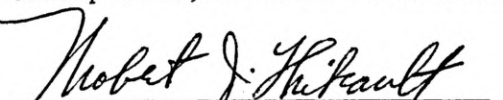
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Chapter II

REVIEW OF LITERATURE

Introduction

Payment of wages for school bus drivers is almost always a problem. Driving a school bus requires only two or three hours a day, hence full-time pay is out of the question. Some districts have solved the problem by utilizing their bus drivers on part-time school maintenance work or school bus maintenance. The practice of using teachers as bus drivers is not educationally sound. This has often resulted in a conflict of job interests, and furthermore teachers ought to be at the school when students arrive and when they leave, (Rosenstengel and Eastmond, 1957).

It has been estimated that one third of the children attending American public schools are transported to and from schools, (Hill and Colmey, 1964). In Montana public schools there were 171,833 students enrolled in the 1974-75 school year of which 54,014 students were transported by bus, a figure of 31 percent, (Letter from Georgia D. Rice, 1976).

A search of the literature has produced several topics which are relevant to this study. The items chosen for review were:

(a) driver qualifications (b) driver duties (c) related variables.

Driver Qualifications

Who qualifies as a school bus driver is an issue of controversy

throughout the country. Acceptable standards in one location may differ from that of another. Many states have been slow in setting up standards for drivers and many unqualified persons have been employed. In recent years attempts such as Federal Standards 17, have been made to improve driver qualifications. The standard is meant to strengthen and standardize the school bus safety requirements that are demanded by each of the 50 states. Of interest to this report, the standard requires the driver to: wear a seat belt; make a daily pre-trip inspection; have a valid state school bus driving permit which satisfies all state requirements; and must be properly trained. Bernard, (1973).

The revised Codes of Montana, Section 75-7003 (1947, Revised 1971) authorizes the trustees of any school district in Montana, to qualify a bus driver. Additional requirements, as may be requested by a school district are allowed as long as they do not violate any State or Federal law on discrimination. The Montana Conference on Pupil Transportation, Panel Presentation (1975) established for itself a strict set of driver qualifications which included a specified driver training program. Individuals applying for the part-time position of bus driver, could be required to take a driver training program at their own expense.

Driver Duties

Duties assigned to bus drivers will vary from district to district. Much of this variation will depend upon the size of the

district. Generally speaking, the larger districts are staffed with crews who tend to the majority of the maintenance problems leaving minor duties to the drivers. In small districts, the duties of the drivers will include such responsibilities as checking on all safety equipment. Preventive maintenance program, Highway Patrol annual inspection, daily inspection for defects, and reporting defects immediately to the transportation supervisor or school administrator are guidelines set down by the School Bus Manual, State of Montana (1961). The assignments of these duties will often vary from one school district to the next, primarily because each district must work within its own needs.

This still leaves the driver, for the most part, in the category of a part-time employee. Some research has been done as to the duties a driver may be assigned to perform between driving assignments. Making effective use of the unused work potential of part-time drivers should serve both the employer and the employee. Additional work responsibilities for part-time school bus drivers to develop 6 to 8 hour work assignments may attract capable persons to consider bus driving employment. Allen and Mc Call (1974)

Related Variables

Finding a common base for determining bus driver salaries has been a difficult if not an impossible task. Too often the variables such as, drivers who work as part-time custodian or maintenance people,

could alter the category of work positions. There are drivers who drive buses only. Others may work in additional positions such as maintenance or custodial. The salaries of these individuals would then be listed in the category where most their time is spent (State of Idaho Report, 1974-75).

An Indiana study reported some school districts using a base rate per day plus a set mileage fee. Other districts reported a base rate per day plus a rate based on the seating capacity of the bus. On trips other than regular routes a base rate per trip was the method used with one district reporting a rate per mile not to exceed a maximum daily rate (Saunders, 1968). Another report, by the New Jersey School Boards Association (1974-75) gave no criteria as to how rates were based, however, it does give a state average of minimum and maximum wage per hour.

To be considered with salaries and wages are the fringe benefits. The report by the New Jersey School Boards Association (1972-73) stated a mean number of sick days and personal leave days based on 12 month and 10 month employment. Paid holidays were granted to 12 month employees only. Percent of hospitalization as paid by school districts was separated into 12 month and 10 month employment. It is not stated whether the figures were for full or part-time employees.

It should be noted that there were variations in driving conditions. Most of this had to do with city, rural, or country routes,

all of which are quite evident in Montana. The condition of the roads, either paved or unpaved, would certainly have an effect on driving time. The length of the route will depend upon the density of the population and the maximum load limits as required by law (Rosenstengel and Eastmond, 1947). Research has produced no evidence that these conditions have been a factor in determining bus driver salaries. However, there is an apparent interest in local districts that driving conditions may become a vital issue.

Summary

The driving of a school bus involves the safety of many students, relationships with so many people, and the handling of equipment of considerable value, that compensation for well qualified drivers requires a close view of a select group within any school system. For the most part drivers work at part-time positions for organizations which are public owned and administrated by public officials. Drivers should be compensated and it should be sufficient to encourage able persons to do the job.

Chapter III

PROCEDURES

Introduction

The procedures described in this chapter will focus on the investigation of salaries, wages and fringe benefits of school bus drivers employed in Montana school districts of Class I, Class II, and Class III sizes. This will be an investigative study designed to arrive at comparisons of the different wage rates as paid by school districts grouped in the above stated classifications. In particular, the chapter will describe the population and the reason for their selection, a description of the categories to be investigated, and the method of collecting and organizing data.

Population Description

The population surveyed was confined to Montana school districts employing bus drivers to operate district owned buses. In selecting a sample of the defined population, the writer obtained two sets of computer printouts from the Transportation Department, Office of Superintendent of Public Instruction, Helena, Montana. One set listed the addresses of all school districts in Montana. The second set listed addresses of all private bus contractors. With the aid of a 1975-76 Montana Education Directory, the two computer printouts were used to select the sample population by eliminating those districts contracting buses. From this method the writer was able to determine

a total population of approximately 132 districts, most of which could be determined with absolute certainty. A sample of 100 districts was selected, concentrating on those districts that fell within the absolute certainty group of the defined population.

Method of Collecting Data

The review of literature produced very little information directly related to this study. It was therefore necessary to develop an instrument which would produce the desired results. After developing the instrument for this study, a trial run was made by requesting three school superintendent's, on separate occasions, to study and respond to the questionnaire. Each responded positively to the clarity of instructions, and were not threatened with its content.

A cover letter was constructed, explaining the purpose and source of the information requested. These items were mailed, along with a stamped, self addressed envelope, to the superintendents of the sample population with a request that the instrument be completed and returned at their earliest convenience.

Categories to be Investigated

The survey investigated the following categories:

1. Driver Qualifications - This part of the survey investigated those qualifications established by the school district which were not already required by the revised Codes of Montana.

2. Driver Duties - This category requested a response to duty assignments the drivers were assigned.

3. Driver Compensation - This category requested the number of daily hours, the rate of pay used, the number of drivers employed at that rate, and the total daily miles driven by all those drivers on either paved or unpaved roads.

4. Fringe Benefits - Of primary concern was the type(s) of insurance coverage provided, sick leave, and vacation time allowed.

5. Extra Trips - This category asked to describe the rate districts use to pay drivers for instructional trips and activity events.

Organization of Data

All data accumulated was tabulated and accuracy double checked by means of a calculator. Cross-references of data were also checked to insure accuracy and correctness of figures. The results were then organized into tables and graphs for interpretation.

SUMMARY

The information concerning salaries, wages and fringe benefits for school bus drivers was obtained by means of a questionnaire sent to the superintendent's of all districts employing drivers who operated district owned buses. All data received was tabulated and the mean, mode, and median within the Class I, Class II and Class III districts were calculated. A statewide figure was also arrived at so that

comparisons of salary and mileage per driver, could be made. A percentage figure was used for comparing driver qualifications and fringe benefits from those districts that reported. Driver duty responses were tabulated to show the number of districts requiring drivers to perform those duties. The paved and unpaved road mileages were reported descriptively, stating the average number of miles per driver in Class I, Class II, and Class III districts.

Chapter IV

ANALYSIS OF THE DATA

Introduction

The salaries, wages, and fringe benefits of bus drivers employed by Class I, Class II, and Class III school districts in Montana were determined in this chapter. After the results were established, a comparison was made of the outcomes as they relate to the problem of this study.

Driver Qualifications

The revised Codes of Montana, Section 75-7003 (1947, Revised 1971), states:

Any driver of a school bus shall be qualified to drive such school bus by compliance that he is not less than twenty-one (21) years of age.

The number of districts reporting and the number of drivers involved can be found in Table 1, Maximum Age Requirement, page 16. No maximum age is stated in the above requirement which allows individual school districts the freedom in selecting a maximum age requirement. For each district classification, Table 1, lists the number of districts reporting, also the number and the percent of drivers involved in each age category. Of the 100 districts in the sample population, 71 districts responded representing 355 bus drivers.

The category "min. report" lists the responses of those

districts reporting a minimum age rather than the requested maximum age. The "No Max." and the "No Resp." categories are districts reporting a "No Maximum" age requirement, and those districts which made no response to the question.

Table 1
Maximum Age Requirement

Retirement Age	50	60	62	65	70	No Max.	No Resp.	Min. Report	Totals
Class I Districts									
# of Districts				2	1	1	1	1	6
# of Drivers				26	10	12	5	8	61
% of Drivers				43	16	20	8	13	100
Class II Districts									
# of Districts			1	6		12	2	8	29
# of Drivers			6	36		77	7	56	182
% of Drivers			3	20		42	4	31	100
Class III Districts									
# of Districts	1	1		7	1	19	1	6	36
# of Drivers	5	5		23	3	60	2	14	112
% of Drivers	4	4		21	3	54	2	12	100
Totals									
# of Districts	1	1	1	15	2	32	4	15	71
# of Drivers	5	5	6	85	13	149	14	78	355
% of Drivers	1	1	2	24	4	42	4	22	100

Table 2

Driver Training Program

District Classification		I	II	III	I	II	III	I	II	III
Provided by		Required			Optional			No Response		
	# of Districts	3	10	6	4			1 1		
School Dist	% of Drivers	43	40	20	12			6 5		
	# of Districts		1	3	5					
Hwy. Dept.	% of Drivers		7	6	14					
	# of Districts	1			1					
Dist-State	% of Drivers	13			28					
	# of Districts				1	2		1		
Other	% of Drivers				2	6		2		
	# of Districts							1	7	13
None	% of Drivers							16	20	33
	# of Districts				4	3		1	2	
No Resp	% of Drivers				10	7		3	7	
	# of Districts	4	11	9	1	9	10	1	9	17
Totals	% of Drivers	56	47	26	28	24	27	16	29	47

Driver training as defined by the writer is a program of behind the wheel driving experience under the supervision of a qualified individual. Table 2, Driver Training Program, lists the number of districts and the percent of drivers under the three district classifications which states whether the program is required, or optional, and also who provides the program. The "no responses" are also given. Table 3, Safety Instruction Program, page 18 presents a

similar view of the safety instruction requirements of districts. It should be noted that although neither of these two programs are required under the revised Codes of Montana, it appears as though the trend is for districts to make them a requirement.

Table 3
Safety Instruction Program

District Classification	I	II	III	I	II	III	I	II	III
Provided by	Required			Optional			No Response		
# of Districts	3	17	10	2	1		2	3	
School Dist									
% of Drivers	43	63	32	4	3		9	9	
# of Districts		1	3		2			1	
Hwy. Dept.									
% of Drivers		7	7		4			1	
# of Districts	1			1					
Dist-State									
% of Drivers	13			28					
# of Districts			2	1			1		
Other									
% of Drivers			2	2			2		
# of Districts							1	3	7
None									
% of Drivers							16	8	22
# of Districts		1		1	4				3
No Resp									
% of Drivers		3		2	11				9
# of Districts	4	19	15	1	4	7	1	6	14
Totals									
% of Drivers	56	73	41	28	8	18	16	19	41

First aid, and a satisfactory medical examination report signed by a licensed physician of the state of Montana, are required by the revised Codes of Montana, Section 75-7003 (1947, Revised 1971).

Table 4

First Aid Instruction Program

District Classification		I	II	III	I	II	III	I	II	III
Provided by		Required			Optional			No Response		
School Dist	# of Districts	3	10	10	1	1		1	1	
	% of Drivers	51	36	30	3	5		13	6	
Hwy. Dept.	# of Districts									1
	% of Drivers									3
Other	# of Districts	2	15	19				1	3	
	% of Drivers	36	50	48				2	8	
No Resp	# of Districts		1	1						1
	% of Drivers		3	3						3
Totals	# of Districts	5	26	30	1	1		1	2	5
	% of Drivers	87	89	81	3	5		13	8	14

Table 5

Certified Physical Program

District Classification		I	II	III	I	II	III	I	II	III
Provided by		Required			Optional			No Response		
School Dist	# of Districts	2	16	17				1	1	1
	% of Drivers	43	53	53				13	7	3
Other	# of Districts	2	11	13				1	2	
	% of Drivers	36	38	32				2	7	
No Resp	# of Districts	1					1			2
	% of Drivers	8					1			4
Totals	# of Districts	5	27	30			1	1	2	5
	% of Drivers	87	91	85			1	13	9	14

Table 4, First Aid Instruction Program, page 19 and Table 5, Certified Physical Program, page 19 each indicate that the programs are required. It can be assumed that the "Optional" responses were in error due to interpretation of the questionnaire by the districts responding. The "no responses" clearly make up the difference.

Table 6, Bus Driver Conference Attendance, was intended to determine the involvement of drivers at conferences, and the district attitudes toward getting drivers to attend conferences. It should be noted that although there is a difference in district responses as to whether conferences are required or optional, the percent of drivers involved is somewhat stable. The "none" response is recorded simply because that was exactly the manner in which the districts reporting responded. It could be interpreted as meaning there is no attendance of bus drivers at conferences.

Table 6

Bus Driver Conference Attendance

	District Classification								
	I	II	III	I	II	III	I	II	III
	Required			Optional			None		No Response
No. of Dists.	1	4	6	3	20	18	1	5	1 5 7
% of Drivers	16	16	19	43	66	49	28	11	13 18 21

Driver Duties

In some school districts, drivers are required to perform additional duties such as minor bus maintenance. Table 7, Driver Duties, page 22 lists some of the most common types of duties required. The responses are in terms of the number of districts requiring extra duties. The number of drivers involved are recorded as All, Some, None, and a check (✓) response. It was not possible to determine an exact number of drivers involved because of the check (✓) responses even though the questionnaire asked specifically for numbers. The responses indicate a trend toward districts requiring all their drivers to perform some type of minor maintenance duty. It is also possible to assume that the check (✓) responses could mean all of the drivers are involved in additional duties. This assumption is made because of the way the questionnaire was constructed. It should also be noted that the "some" responses involve a small percentage, usually one or two, of the total number of drivers in the district.

Driver Compensation and Road Mileages

The wages of bus drivers employed by school districts for the school year 1975-76 is found in Table 8, Driver Compensation, page 23. The wages reported are given in hourly wage figures and in mileage figures. Each classification of districts reports a mean, a

Table 7
Driver Duties

	District Classification									I II III		
	I	II	III	I	II	III	I	II	III			
# Drivers Involved	All			Some			None			(✓) Response		
Check Safety Equipment	4	19	26		1	1	1	2	1	1	7	8
Clean Ext.	2	14	25		3	1	4	7	3		5	7
Clean Int.	5	21	28					1		1	7	8
Check Oil & Water Daily	4	16	25		3	1	2	4	3		6	7
Fuel Bus	5	17	25		3	1		2	3	1	7	7
Other		1	4		2						1	1

mode, a median, and a statewide figure for comparison. The number of drivers involved in each class are as follows.

	I	II	III	State
Wage/hr.	61	172	102	335
Wage/mile	52	166	103	321

These figures differ from each other and also from the total figures stated in Table 1. The differences are due to the incomplete responses by districts when reporting road mileages or drivers hours.

The next four Tables, 9 through 12, pages 24, 25, 26, and 27 are tables listing the class intervals and frequency of the wage per hour figures. Each district classification was given and also a statewide table which lists the combined figures of the three

classifications. Each table lists the frequency of the class interval, and a statement of the mean, mode, and median. Table 9 lists sixteen class intervals with a range of 0.20 (20 cents) per interval. Tables 10, 11, and 12 list seventeen intervals with a range of 0.50 (50 cents) per interval.

Table 8

Driver Compensation

	Class I			Class II			Class III			State		
	Mean	Mode	Med	Mean	Mode	Med	Mean	Mode	Med	Mean	Mode	Med
Wage/hr.	3.69	3.50	3.50	4.89	5.00	4.64	5.06	5.00	4.81	3.50	5.00	4.50
	40.8											
Wage/mile	18.0	15.9	15.9	21.4	18.8	18.9	19.2	17.4	16.7	20.3	17.4	17.4

The results of Table 13, Road Mileage, page 28 lists the average number of paved and unpaved road miles for the Class I, Class II, Class III districts and a statewide average. A total mileage figure is also given for comparison. Also stated are bus driver average hours per day and the driver average speed per day which was used to determine if there exists a consistency between distance traveled and time on the road. The apparent low mile per hour rates of 24.1, 25.5, and 26.8 could be accounted for by the frequency of bus stops along the routes.

The various rates of pay used by the districts are shown in Table 14, Districts Reporting Various Rates of Pay, page 28. The rate

Table 9

Wage Per Hour Frequency Distribution For Class I Drivers

Class Interval	Frequency
6.20 - 6.39	1
6.00 - 6.19	0
5.80 - 5.99	0
5.60 - 5.79	0
5.40 - 5.59	0
5.20 - 5.39	2
5.00 - 5.19	0
4.80 - 4.99	0
4.60 - 4.79	2
4.40 - 4.59	1
4.20 - 4.39	0
4.00 - 4.19	2
3.80 - 3.99	1
3.60 - 3.79	10
3.40 - 3.59	37
3.20 - 3.39	5
Total	61
Mean - 3.69	Mode - 3.50
	Median - 3.50

Table 10

Wage Per Hour Frequency Distribution For Class II Drivers

Class Interval	Frequency
10.00 - 10.49	1
9.50 - 9.99	0
9.00 - 9.49	1
8.50 - 8.99	0
8.02 - 8.49	2
7.50 - 7.99	4
7.00 - 7.49	2
6.50 - 6.99	9
6.00 - 6.49	6
5.50 - 5.99	25
5.00 - 5.49	24
4.50 - 4.99	32
4.00 - 4.49	30
3.50 - 3.99	27
3.00 - 3.49	7
2.50 - 2.99	1
2.00 - 2.49	1
Total	172
Mean - 4.89	Mode - 5.00
	Median - 4.64

Table 11

Wage Per Hour Frequency Distribution For Class III Drivers

Class Interval	Frequency
10.00 - 10.49	2
9.50 - 9.99	1
9.00 - 9.49	2
8.50 - 8.99	3
8.00 - 8.49	2
7.50 - 7.99	1
7.00 - 7.49	3
6.50 - 6.99	0
6.00 - 6.49	4
5.50 - 5.99	6
5.00 - 5.49	24
4.50 - 4.99	12
4.00 - 4.49	17
3.50 - 3.99	14
3.00 - 3.49	7
2.50 - 2.99	3
2.00 - 2.49	1
Total	102
Mean - 5.06	Mode - 5.00
	Median - 4.81

Table 12

Wage Per Hour Frequency Distribution For Class I, II, and III Drivers

Class Interval	Frequency
10.00 - 10.49	3
9.50 - 9.99	1
9.00 - 9.49	3
8.50 - 8.99	3
8.00 - 8.49	4
7.50 - 7.99	5
7.00 - 7.49	5
6.50 - 6.99	9
6.00 - 6.49	11
5.50 - 5.99	31
5.00 - 5.49	50
4.50 - 4.99	46
4.00 - 4.49	50
3.50 - 3.99	82
3.00 - 3.49	26
2.50 - 2.99	4
2.00 - 2.49	2
Total	335
Mean - 4.72	Mode - 5.00
	Median - 4.50

classification shows a variation of eight rate scales as reported by districts. Two of the methods used were combination of rate per day plus mileage and rate per month plus mileage. The totals of the districts reporting are also recorded. To determine the wage per hour figures reported in Table 8, page 23, factors of 180 and 20 were used to break down the yearly and monthly rates reported.

Table 13

Road Mileage

District Classification	I	II	III	State
Paved Roads	55.6	32.0	20.7	32.0
Unpaved Roads	33.0	41.8	57.6	45.6
Totals	88.6	73.8	78.3	77.6
Avg Hrs/Driver/Day	3.68	2.89	2.90	3.03
Avg Speed/Driver/Day	24.1	25.5	26.8	25.6

Table 14

Districts Reporting Various Rates of Pay

Rate Per	Hr	Day	Mo	Yr	Mile	Day + Mile	Mo + Mile	Trip	No Response	Totals
Class I	5	1								6
Class II	5	9	4	9	1		1			29
Class III	9	10	6	6		1	1	1	2	36
Totals	19	20	10	15	1	1	2	1	2	71

Fringe Benefits

Table 15

Insurance

		Number of Drivers			
Class	Insurance	All	Some	None	No Response
I	Liability	3		1	2
	Medical	2		2	2
II	Liability	17		2	10
	Medical	10	4	2	13
III	Liability	21	1		14
	Medical	19	4		13
Totals	Liability	41	1	3	26
	Medical	31	8	4	28

		Percent of Premium Paid by District							
Class	Insurance	0	40	50	65	75	100	NR	Totals
I	Liability	1					2	3	6
	Medical	2		1			1	2	6
II	Liability	4					14	11	29
	Medical	8	1	1	1		5	13	29
III	Liability	9					13	14	36
	Medical	14				1	8	13	36
Totals	Liability	14					29	28	
	Medical	24	1	2	1	1	14	28	

An integral part of wages and salaries are the fringe benefits received by the employee. Most common of these benefits is insurance made available by the employer, and time off for sick leave or vacation

Table 16

Sick Leave and Vacation Time

		Number of Drivers			
Class		All	Some	None	No Response
I	Sick Leave		1	1	4
	Vacation		2	1	3
II	Sick Leave	11	7	2	9
	Vacation	8	4	4	13
III	Sick Leave	25	2		9
	Vacation	19	2		15
Totals	Sick Leave	36	10	3	22
	Vacation	27	8	5	31

		Number of Leave Days																	
Class		0	2	3	4	5	6-15	7	8	9	10	12	18	24	30	Un Lim	Some	NR	Totals
I	Sick Leave	1								3								2	6
	Vacation	1										3						2	6
II	Sick Leave	5				4	1		1	6	4	1				1	2	4	29
	Vacation	9			2					1	1	3	1				2	10	29
III	Sick Leave	12	3	3	1	3		1		2		1			1			9	36
	Vacation	14	2		1			2				1		1				15	36
Totals	Sick Leave	18	3	3	1	7	1	1	1	11	4	2			1	1	2	15	71
	Vacation	24	2		3			2		1	1	7	1	1			2	27	71

time.

Table 15, Insurance, Page 29, is a breakdown of the number of districts that offer a liability and/or a medical plan for drivers. The number of drivers is reported as "All", "Some", "None", and "No Response".

The number of districts is recorded for each class responding to liability of medical insurance. The total number of districts is also given at the bottom. A record of the number of districts paying certain percentages of premiums for drivers is also recorded. The premium rates reported by the districts range from 0 percent to 100 percent with some no responses.

Sick Leave and Vacation Time, Table 16, page 30, shows a similar type of response as Table 15. The number of leave days range from 0 to unlimited. A "some" response was given, and several "no responses".

District Rates For Extra Trips

This category is reported as instructional trips and as activity trips. All districts were asked to respond to the type of rate used to pay drivers for extra trips. A listing of the responses can be found in Tables 17 through 21, Instructional Trips and Activity Trips, Pages 32, 33, 34, 35, and 36.

Summary

The five categories, as stated in pages eleven and twelve, and the Tables presented in this chapter were the results of the collected data. The data from the Class I, Class II, and Class III districts were analysed and interpreted.

Table 17

Rates for Instructional and Activity Trips

Number of Districts	Class I Instructional Trips
2	\$3.00 Per Hour
1	\$5.00 Per 1-1½ Hrs; \$6.75 per 2-2½ Hrs; \$12.50 Per 3-3½ Hrs.
1	\$10.00 Per in District Trip; \$20.00 Per out of District Trip.
- 2	No Response
6	Total Number of Districts
Class I Activity Trips	
1	\$3.00 Per Hour
1	\$3.50 Per Hr. Driving Gas Bus; \$4.00 Per Hr. Driving Diesel
1	\$20.00 Per Trip
1	8 Cents Per Mile plus \$2.00 Per Hr. Layover
1	\$22.00 Per Day plus Food and Lodging
1	No Response
6	Total Number of Districts

Table 18

Rates for Instructional and Activity Trips

Number of Districts	Class II Instructional Trips
1	\$2.00 per hour
1	\$2.20 per hour plus waiting time
1	\$2.30 per hour
2	\$2.50 per hour
1	\$3.50 per hour
1	\$4.00 per hour
2	12 cents per mile
2	Contracted
1	\$16.00 to \$24.00 per day
1	\$15.00 per trip
1	7 cents per mile; Minimum \$5.00
1	15 cents per mile; \$15.00 minimum and \$30.00 maximum
1	10 cents per mile plus food and lodging
1	20 cents per mile or \$20.00
1	16 cents per first 100 miles and 8 cents per mile over 100 miles
1	6 cents per mile plus food and lodging and \$2.20 per hour waiting time
1	\$3.60 per hour driving time; \$1.50 per hour waiting time
1	\$3.00 per hour driving and waiting; \$30.00 maximum
1	\$1.35 per hour plus 8 cents per mile plus expenses
1	\$8.00 per trip up to 50 miles; \$14.00 plus 2 cents per mile over 50 miles
1	\$5.00 minimum per trip or 10 cents per mile plus \$3.00 per layover
1	\$10.00 per trip under 70 miles or \$20.00 per trip over 70 miles plus \$2.00 per hour over 10 hours
1	\$9.00 to \$21.00 per trip of 50 to 110 miles one way
1	\$10.00 per trip plus per diem and \$25.00 per overnight trip plus per diem
1	\$10.00 plus meals to 200 miles; \$15.00 plus meals over 200 miles; \$20.00 all day
1	\$10.00 per trip to 100 miles; \$15.00 per trip 101-200 miles; \$20.00 per trip over 200 miles plus \$1.75 per hour over 2 hours
29	Total Number of Districts

Table 19

Rates for Instructional and Activity Trips

Number of Districts	Class II Activity Trips
1	\$2.00 per hour
1	\$2.20 per hour plus waiting time
1	\$2.30 per hour
2	\$2.50 per hour
1	\$15.00 per trip
1	\$20.00 per day
1	Contracted
2	12 cents per mile
1	\$16.00 to \$24.00 per day
1	10 cents per mile plus per diem
1	\$3.60 per hour plus \$1.50 per hour layover
1	20 cents per mile or \$20.00
1	\$4.50 per hour or \$50.00 for 24 hour day
1	\$1.35 per hour plus 8 cents per mile plus expenses
1	7 cents per mile; \$5.00 minimum plus food and lodging
1	15 cents per mile; \$15.00 minimum and \$30.00 maximum plus expenses
1	16 cents per first 100 miles plus 8 cents over 100 miles
1	\$3.00 per hour driving and waiting; \$30.00 maximum
1	\$8.00 per first 50 miles and \$14.00 plus 2 cents per mile over 50 miles
1	\$5.00 minimum per trip or 10 cents per mile plus \$3.00 layover
1	\$10.00 per trip under 70 miles or \$20.00 per trip over 70 miles plus \$2.00 per hour over 10 hours
1	\$9.00 to \$21.00 per trip of 50 to 100 miles one way
1	6 cents per mile plus per diem plus \$2.00 per hour waiting time
1	\$10.00 per trip plus per diem and \$25.00 per overnight trip plus per diem
1	\$10.00 plus meals to 200 miles; \$15.00 plus meals over 200 miles; \$20.00 all day
1	\$2.00 per hour plus \$1.00 per hour waiting plus food and lodging
1	\$10.00 per trip tp 100 miles; \$15.00 per trip 101 - 200 miles; \$20.00 per trip over 200 miles plus \$1.75 per hour over 2 hours
29	Total Number of Districts

Table 20

Rates for Instructional and Activity Trips

Number of Districts	Class III Instructional Trips
3	Have no Rate
3	No Response
1	\$8.00
1	\$20.00 per trip
4	\$10.00 per trip
1	\$10.00 to \$25.00 per trip
1	\$5.00 to \$20.00 per 50 to 300 miles
1	\$2.00 per hour driving and waiting
1	\$2.20 per hour total time plus meals
1	\$5.00 per trip in county and \$10.00 per trip outside county
1	\$10.00 per trip plus 10 cents per mile over 100 miles
1	\$5.00 per 50 mile trip; \$10.00 outside district plus 7 cents per mile over 100 miles
1	\$16.00 per short trip or \$20.00 per day
1	\$10.00 per trip under 50 miles or \$15.00 per trip over 50 miles
1	\$10.00 per trip under 50 miles or \$20.00 per trip over 50 miles
1	8 cents per mile
1	Usually 40 cents per mile
2	10 cents per mile
1	8 cents per mile plus food and lodging
1	10 cents per mile plus meals
1	\$10.00 to \$25.00 for 30 to 111 miles plus \$5.00 extra for all day
1	\$5.00 per hour plus \$2.25 per hour waiting
1	\$20.00 part day weekdays; \$35.00 per day weekday; \$45.00 per day weekends
2	\$10.00 per 0-50 miles; \$15.00 per 50-100 miles; \$20.00 over 100 miles (one way)
1	\$7.50 per 0-15 miles; \$12.50 per 15-100 miles; \$20.00 over 100 miles plus \$10.00 extra overnight
1	\$12.00 per 0-90 miles; \$24.00 per over 90 miles; \$24.00 overnight plus meals and lodging; \$24.00 over 8 hour trip
1	\$12.00 per 0-25 miles; \$15.00 per 25-60 miles; \$18.00 per 60-80 miles plus \$12.00 overnight plus per diem
36	Total Number of Districts

Table 21

Rates for Instructional and Activity Trips

Number of Districts	Class III Activity Trips
1	Contract
3	No Response
1	8¢ per mile; \$8.00 minimum
2	10¢ per mile
1	8¢ per mile plus food & lodging
1	10¢ per mile plus food & lodging
1	\$2.00 per hour driving & waiting
1	\$2.20 per hour total time plus meals
1	\$5.00 per hour plus \$2.25 per hour waiting
1	\$15.00 per trip
1	\$8.00
1	\$20.00 per trip
3	\$10.00 per trip
1	\$10.00 to \$25.00 per trip
1	\$10.00 or \$15.00 per trip
1	\$5.00 to \$20.00 per 50 to 300 miles
1	\$5.00 to 50 miles; \$10.00 out of dist plus 7¢/mile over 100
1	\$5.00 in county & \$10.00 out of county
1	\$10.00 per trip plus 10¢ per mile over 100 miles
1	\$16.00 per short trip or \$20.00 all day
1	\$10.00 per day plus per diem plus tickets & meals for spouse
1	\$10.00 per trip to 50 miles; \$15.00 per trip over 50 miles
1	\$10.00 per trip to 50 miles; \$20.00 per trip over 50 miles
1	\$10.00 to \$25.00 for 30-111 miles plus \$5.00 extra all day
1	\$20.00 part day weekdays; \$35.00 per day weekdays; \$45.00 per day weekends
1	\$10.00 per $\frac{1}{2}$ day; \$25.00 per day; \$12.00 per pep club & Sports
2	\$10.00 per 0-50 miles; \$15.00 per 50-100 miles; \$20.00 over 100 miles
1	\$7.50 to 15 miles; \$12.50 per 15-100; \$20.00 over 100 miles plus up to \$10.00 extra overnight
1	\$12.00 to 90 miles; \$24.00 over 90 miles; \$24.00 overnight plus food & lodging; \$24.00 over 8 hours
1	\$12.00 to 25 miles; \$15.00 per 25-60 miles; \$18.00 per 60-80 miles plus \$12.00 overnight & per diem
36	Total Number of Districts

Chapter V

CONCLUSIONS AND RECOMMENDATIONS

Introduction

A review of the literature produced very few findings directly related to this study. It was therefore necessary to interpret the results of the study within the content of the collected data. Several possible areas for use of the results and further research are suggested.

Summary

Quality school bus drivers are essential in every system of public pupil transportation. The responsibility for establishing standards to obtain quality drivers lies partially on the individual school districts. Such guidelines are often haphazard, and inconsistent from one district to another. There exist other guidelines set down by the Codes of Montana, however a question is posed as to whether these guidelines are sufficient to cover all phases of school bus driver qualifications. One of the questions of this study was to investigate the various driver qualifications in the Class I, Class II, and Class III school districts in Montana. With this data a potential guideline could be determined.

The status of a school bus driver is primarily one of a part-time employee. This is a definite deterrent to the bus drivers position when determining wages and benefits. In all considerations,

the factors of quality drivers, and part-time drivers, must be heavily weighed. Quality drivers must be capable individuals who are physically and mentally sound; must be thoroughly trained in first aid procedures; should be trained in the safety procedures; and should be trained in operating equipment of considerable value. He must also be aware of his responsibility involving the safety of students, and relationships with so many people. These are the general qualifications required of individuals who are employed by school districts, as bus drivers, on a part-time basis.

With these factors in mind, the problem of wages and fringe benefits for school bus drivers takes on a different perspective. The problem of this study was to investigate the salaries, wages, and fringe benefits of bus drivers employed by Class I, Class II, and Class III school districts in Montana. A sample of 100 districts was chosen at random from lists of computer print-outs furnished by the Transportation Department, Office of Superintendent of Public Instruction, Helena, Montana. An instrument was then constructed by the writer, and sent to the superintendents of all districts employing drivers who operate district-owned buses. Of the 100 districts sampled, 71 responded; six (6) Class I; twenty-nine (29) Class II; and thirty-six (36) Class III. All data received was tabulated and a calculator used to determine the mean, mode, and median. A statewide figure was also determined for comparison with the district classification figures. All figures used

in reporting driver duties and, paved and unpaved road mileages, were recorded in accordance with the number of districts responding.

Conclusions

The responses of the 71 districts reporting a maximum age requirement, showed 32 districts having a "no maximum" age requirement representing 42 percent of the drivers. The second most popular figure was 15 districts (23.9 percent of the drivers) requiring their drivers to retire at age 65. Class I districts showed 2 of the 6 districts (42.6 percent of the drivers) favoring a retirement age of 65.

The driver training program requirement shows a definite trend toward districts requiring a driver training program. Of these, the school districts have taken the greater share of responsibility for providing the program. A similar occurrence is seen regarding the safety instruction program. Both categories also show similar responses in making the program optional, however, the optional responses showed a greater variety of institutions other than the school district providing the program. In all, these figures indicated a favorable response toward both programs particularly since the programs were not required under the revised Codes of Montana.

The first aid instruction program showed 61 of the 71 districts requiring a first aid program. Similarly, there were 62 of the 71

districts requiring a certified physical, Table 5, page 19. In each of the two programs it should be noted that the school district (usually the Red Cross or the driver) are mainly responsible for providing the program. The high "required" responses in these two programs should offer no surprises as they are required under the Revised Codes of Montana.

Bus driver conferences, Table 6, page 20 show a favorable trend toward bus driver attendance. Most responses (41 of 71 districts) were "optional" with 11 of the 71 districts requiring their drivers to attend. This indicated a positive school district attitude toward driver attendance at conferences.

The drivers involved in minor bus maintenance duties, Table 7, page 22 showed a definite trend toward involvement. The responses were consistent in districts requiring all their drivers to check safety equipment, clean interior and exterior of buses, check oil and water daily, and fuel the bus. Several check (✓) responses were reported by districts and it may be assumed that the check (✓) response could read as an "All" response.

An interesting relationship can be made by comparing the results of wages, Table 8, page 23 with those of average number of miles driven per driver per day, Table 13, page 28. Table 13 gave the average number of daily miles per driver in each class for paved roads and unpaved roads. The total mileage figure for Class I districts

was 88.6 miles, slightly higher than for those of Class II (73.8 miles) and Class III (78.3 miles). It is important to note also that the Class I paved mileage was 55.6 miles as compared to 32.0 miles for Class II and 20.7 miles for Class III. This could account for the greater total distance in Class I districts. Class III districts averaged the highest number of unpaved miles per driver (45.6 miles). With these facts in mind, note in Table 8, page 23, the mean wage per hour figure was \$5.06 per hour for Class III drivers and \$3.69 per hour for Class I drivers, a difference of \$1.37 per hour. The mean wage for Class II was \$4.89 per hour which is \$1.20 per hour more than Class I and \$0.17 per hour less than Class III. It is probable that paved or unpaved roads was a factor in determining driver wages. Table 8, page 23 also shows a mean wage per mile as an additional comparison. Here again there is a direct correlation with the total miles shown in Table 13, page 28. Class I average mileage is 88.6 miles with an average of 18.9 cents per mile. Class II average mileage was 73.8 miles with an average of 21.4 cents per mile. Class III average mileage was 78.3 miles with an average of 19.2 cents per mile. The comparison shows that the higher mileage pays the least and the lower mileage pays the most. Table 9, page 24, Table 10, page 25, Table 11, page 26, and Table 12, page 27, are all tables, showing the wage per hour figures and the frequency of occurrence. The range of Class I districts was \$3.25 per hour to \$6.33 per hour. Class II range was

\$2.47 per hour to \$10.00 per hour. Class III range was \$2.40 per hour to \$10.00 per hour. The mode for Class I is \$3.50 per hour with a frequency of 29. Class II mode was \$5.00 per hour with a frequency of 18. Class III mode was \$5.00 per hour with a frequency of 10.

The most common methods used in reporting rates of pay was rate per hour (19 of 71 districts) and rate per day (20 of 71 districts). One district reported a combined rate per day plus mileage and two districts reported a combined rate per month plus mileage.

A review of the insurance data, Table 15, page 29, showed 41 districts having a liability plan available to all their drivers, and 31 districts had a medical plan available to all drivers. A large number of the districts paid 0 percent of the premium (14 for liability and 24 for medical). Contrary to this, 29 districts paid 100 percent of the liability and 14 districts paid 100 percent of the medical. The districts paying 9 percent of the premium could be interpreted to mean they have an insurance plan available to the driver if they choose to pay the total premium. 28 of the districts reporting gave a "no response" to these items.

The total figures in Table 16, page 30, indicated 36 districts offering sick leave for all their drivers, while 27 offer a vacation

time off for all drivers, however Class I districts show none in this category. The number of leave days allowed varies from district to district. The "no responses" were again quite high with 15 not responding to sick leave, and 27 not responding to vacation time. An assumption can be made that the "no responses" in Table 15 and Table 16 would indicate a zero response, however it must also be assumed that these districts may not have had this information immediately available.

A review of the data for instructional and activity trips, Tables 17 through 21, pages 32, 33, 34,35, and 36, clearly indicates the wide variety of rates used from one district to another. It was decided by the writer that this method of reporting the results would have more meaning since very little interpretation could be made. There is obviously no consistency in the methods used to pay drivers for extra trips, and the results speak for themselves.

Recommendations

The following recommendations are based on the results of this study as they apply to Class I, Class II, and Class III school districts in Montana.

The results of this study clearly show a diverse range of salaries between the three district classifications. However, the study also showed a diversity within each class as well. How do salaries differ within the district classifications? What effect does

geographical location have on salary differences? What proportionate amount of time do drivers spend on extra duties within the three classifications? Are there considerations being made concerning bus drivers with union affiliations? These are some questions that should be answered before a decision can be reached as to what type of guidelines are to be considered.

With this in mind, the writer recommends that further studies be performed within each district classification for the purpose of forming guidelines by geographic area. It is also recommended that these studies be more detailed, as to time spent on extra duties, condition of roads other than paved or unpaved, time allotted to attend conferences and who finances the expenses, the expense involved in training a driver, and who is responsible for the expense incurred.

A study should also be made to establish some guidelines to evaluate the qualifications of bus drivers. This study should include attitudes of school districts and bus drivers as well as quantitative data. Another determining factor would be to investigate the qualifications of charter bus systems particularly those used in Class I districts.

Another area of concern to school districts is that of increasing costs in insurance rates for buses. This type of data would have a direct effect on bus driver salaries from the standpoint of bus safety program and accident records within the Class I, Class II, and Class III districts.

Studies such as the types recommended above, should be made available to school districts and school administrators in order to formulate the desired guidelines. With these more in depth studies, it would be easier to determine an evaluation process for developing a criteria for school bus driver salaries.

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