

**INDEPENDENCE SCHOOL DISTRICT
TRANSPORTATION VAN DRIVER
SALARY SCHEDULE
2026-2027**

| Step | Hourly Rate |
|-------------|--------------------|
| 1 | 17.30 |
| 2 | 17.74 |
| 3 | 18.22 |
| 4 | 18.65 |
| 5 | 19.09 |
| 6 | 19.57 |
| 7 | 20.01 |
| 8 | 20.45 |
| 9 | 20.93 |
| 10 | 21.38 |
| 11 | 21.83 |
| 12 | 22.29 |
| 13 | 22.74 |
| 14 | 23.19 |
| 15 | 23.63 |
| 16 | 24.09 |
| 17 | 24.54 |
| 18 | 24.98 |
| 19 | 25.43 |
| 20 | 25.88 |
| 21 | 26.32 |
| 22 | 26.78 |
| 23 | 27.24 |
| 24 | 27.70 |

OTHER PAY:

| | |
|--|--|
| Early Education Mid-day Routes | 1 - 1/2 hours guaranteed at hourly rate |
| Routes Mid-day Route | 1 hour guaranteed at hourly rate |
| Shuttle Route | 1 hour guaranteed at hourly rate |
| Late Activity | 1 - 1/2 hours guaranteed at hourly rate |
| Spare Driver | \$7.25 per day in addition to guaranteed 6.25 hours a day at driver's hourly rate |
| Driver Mentor | \$9.25 per day in addition to driver's hourly rate |
| Route Driver Trip Rate - full benefits | Same as salary schedule placement |
| Trip Driver Rate (Non Route) | Placed on driver salary schedule at the discretion of the Director of Transportation based on experience |
| Trainees | \$17.50 per hour up to 40 hours |
| All Extra Non-Driving Work | \$17.50 per hour (<i>wash buses, meetings, trash</i>) |
| Bus Fueler | \$17.50 per hour |
| Seasonal Bus Washing Crew | \$15.00 per hour |