

OFFERED BY COUNCILORS TANIA FERNANDES ANDERSON, COLETTA ZAPATA,
DURKAN, MURPHY, PEPÉN, SANTANA, WEBER, WORRELL AND LOUIJEUNE



CITY OF BOSTON

IN THE YEAR TWO THOUSAND TWENTY FIVE

RESOLUTION TO IMPROVE BUS MONITOR PAY RATES AND WORKING CONDITIONS IN THE CITY OF BOSTON

- WHEREAS,** The average pay for a bus monitor in the City of Boston is \$18 an hour, which is only 3 dollars more an hour than the prevailing minimum wage of \$15 an hour in the city; *and*
- WHEREAS,** The pay range is 15-23 an hour for the position, but because the initial pay is in minimum wage range, there is a high turnover rate, meaning that a majority of monitors don't reach the higher end of the scale, which, with Boston being the second most expensive rental market in the country, is, in and of itself, not a particularly high rate; *and*
- WHEREAS,** The average yearly salary for a school bus monitor in Boston is \$26,171, with a salary range of \$21,127 to \$ 31,895 a year; *and*
- WHEREAS,** However, according to apartments.com, the average studio apartment in Boston is currently \$2,749 a month, while a one bedroom is going for \$3,310 a month, the yearly totals of which are both more money than what bus monitors make at even the high end of their salary scale; *and*
- WHEREAS,** Furthermore, the conditions of said work are often porous, with each monitor responsible for the safety and security of dozens of students; *and*
- WHEREAS,** This means that the monitors are tasked with implementing behavioral management strategies that can be problematic utilizing in the bus setting; *and*
- WHEREAS,** The work is often arduous, calling on the monitor to move around the bus, assist with the loading and unloading onto and off the bus of students in wheelchairs, and forcing them to settle disputes and brouhahas in both a studied and an improvisational manner as called upon; *and*
- WHEREAS,** Such a significant amount of hard work requires that our monitors be granted additional sit time so that they can obtain needed rest from their yeoman-like labors to better sustain their ability to remain in the field and to care for their

minds and bodies: ***NOW, THEREFORE BE IT***

RESOLVED: That the Boston City Council Supports the Bus Monitors of the Boston PublicSchools in their efforts to obtain a solid living wage and better working conditions.

Filed on January 29, 2025