



## How States Are Finding School Bus Drivers

*Note: This is a compilation of information provided to NASDPTS and this is being provided for informational purposes. All state laws and regulations should be consulted and followed. NASDPTS does not endorse any one solution.*

### At the Local Level:

- Advertising: Indeed, Billboards, Newspapers, Banners on buses parked in strategic locations, radio advertisements, postings at governmental agencies such as libraries, clerk's offices and DMVs. Advertisements should clearly direct interested candidates where to go for information
- Social Media: Facebook, Twitter, Instagram
- Virtual and In-Person Job Fairs
- Postings on school district's websites
- Recruiting events at local school sporting and community events
- Partner with adult education and teacher assistants
- Partner with CDL schools to focus on school bus driver training
- Partner with tour bus companies to hire underutilized tour bus operators during the short-term
- Encourage current school bus drivers to help with recruitment
- Offer supplemental work to potential school bus drivers in other school service areas: food service, paraprofessional, custodial, maintenance, lawn care, etc.
- Encourage other school service area staff to consider becoming a school bus driver
- Hiring Process
  - Have school transportation dedicated Human Resources personnel
  - Increase starting pay and adjust overall pay scale
  - Consider hiring, referral, and retention bonuses
  - Increase benefits or offer flexibility in benefits (i.e., health insurance or additional pay)
  - Coordinate with school district to combine part-time driver position with another part-time school district position to create full-time employment

### At the State Level:

- Evaluate the Hiring Process
  - Streamline
  - Allow drivers to return to driving 1 year after they retire without loss of benefits
- Find funding for CDL school programs
- Evaluate the Testing Process
  - Expedite and streamline (waive waiting periods, etc.)
  - Hold testing slots for school bus road tests
  - Allow applicants to take a written test even if time slots are full
  - Hold special school bus specific testing events on weekends
- Survey all school districts annually to quantify the shortage
- Coordinate with others as allowed in your state (i.e. National Guard, public transportation)
- Provide clear information regarding state laws to all school districts paying particular attention to alternative transportation, the use of 12-14-passenger vans, canceling routes, among other options