

Bus Driver Salary Study - Various Districts and PSTA

	Starting hourly rate/Max	Number of months	Hours per day	Recruitment Strategy?
Bay	\$24,639-\$33,896 (base)	177		We primarily advertise on our District Job Board and attend local job fairs.
Broward	\$14.81-\$25.18	192 days		
Collier	\$14.65-\$23.41	189 days		Community recruitment at job fairs and community events, word of mouth, banners on district/school entrance/exit ("now hiring bus drivers...we will train/certify you..."); posting vacancies to district website – posting is then picked up/forwarded to all major job seeker site (Monster, Indeed, etc.).
Duval	NA	NA	NA	We pay a contractor to handle all bus transportation.
Escambia	\$12.16-\$21.61			We have educational support recruitment fairs, we advertise on television and have billboards a couple of times a year. We just moved our paygrade for bus drivers and we offer them \$100 bonus for perfect attendance and \$100 bonus for perfect safety record per year. We also advertise overtime opportunities.
Gadsden	\$11,030-\$14,378 (base)	180		Web announcements, job fairs, social media, driver recruiters
Hamilton	\$20.51-\$26.31	180 days		post on website, signs around the district
Hardee	Base salary depending on length of route, \$11,585 for beginning driver, 4.5 hours per day route to \$33,256 for 7 hour route per day with 25+ experience	180 days		Ads in newspapers
Hendry	\$13.07-\$21.22	186 days	4.5 hours min	Signs on buses, school website, radio
Highlands	\$11.73-\$18.86	185 days		Oline job posting, flyers, business cards, and banners poste dat school and around community advertising need for drivers, newspaper ads. We recently hired a new Director who has presented his strategic plan for recruitment. He will assume his post 7/1/2019.

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Hillsborough	\$13.48-\$22.56	193 days	7	We hold several recruitment fairs throughout the year and we offer Full time experience credit.
Miami-Dade	\$14.82-\$25.23	191 days		Career Source, Job Fairs, M-DCPS website ads, recruitment banners hung at each transportation hub/compound
Monroe	\$15.80-\$23.20	196 days		Social media, including radio and newspapers
Osceola	\$12.75-\$22.00	184 days		Provides an employee recruitment incentive.
Pasco	\$13.02-\$19.52	188 days	6	Social media, job fairs, monetary referral program, large roadside banners in areas of targeted need, frequest parental newsletter ads, banner on District web page, Facebook ads, Twitter postings, District vehicles wrapped outlining job opportunities, and participation in community events and parades.
Pinellas	\$14.25-\$22.12	10	8	Job fairs, social media, billboards (Pinellas Suncoast Transit Authority \$7.25-\$19.80)
Polk	\$13.40-18.33	183 days		Polk hosts community area transportation job fairs (at local libraries, community centers, etc.) and recruits during our teacher job fairs. We also distribute flyers to community libraries and job source agencies. Through our Public Relations Department we utilize social media advertising, post large banners at schools and worksites, utilize school marquee signs, and place mini yard signs on campuses near car lines with hiring information as well.
Putnam	\$11.83-\$20.16	186 days		Advertisement for bus drivers is shown on the marquee outside of the school district's building and within the school district's website.
Sarasota	\$14.22-\$15.29	186 days		Community resources to include job fairs sponsored by the community as well as district. Also advertisements.
Sumter	\$14.79-\$19.81 (will increase \$.40/hr 7/1/19)	186 days		Newspaper ads, bus parked in front of various places noting drivers needed.
Wakulla	\$8.50-\$22.00	180 days		We continually advertise in our local and surrounding area newspaper, sponsor hiring fairs following advertisement, send home flyers with all students advertising job opportunities and any upcoming hiring fairs, and participating in local Career Source sponsored hiring fairs.