



Minidoka County School District #331

"Empowering Students for Success"

Bus Driver Hiring Incentives

January 15, 2018

In an effort to address our current bus driver shortage we have offered as a District to reimburse the CDL fees for existing employees who are willing to drive when not already working. Many of our paras only work six and a half hours a day and may be interested in full-time by filling two positions. Some teachers may be willing to drive an activity bus if they plan on going to the activity anyway. We will even pay the Skills Tester directly if needed.

In order to increase our pool of qualified drivers I am asking the Board to consider the following hiring incentive.

1. The District reimburse a new employee for the CDL Skills Tester Fee with a written agreement that they must drive for the District one full school year. If they violate their agreement then the cost of the fees will be deducted from their final paycheck.

The District already pays for the medical exam report of new employees and will provide the ten hours of behind the wheel training required after the tests are taken.

If this does not help generate new drivers then I will ask the Board to consider a bus driver hiring bonus to any new (to the District) bus driver after they have driven for the District for one full school year.

I recognize that these are rather extreme measures but we really need to do something to relieve the pressure on our Transportation Department in finding bus drivers. Most transportation companies do pay for CDL certification with the understanding that the driver must remain employed (for a time) with the company that paid for their certification.