



City-Schools Liaison Meeting

School Bus Division Recruitment & Retention

Friday, March 13, 2026

3:30 PM

Recruitment Initiatives

- School Bus Driver Recruitment
 - Budgeted Positions – 57 School Bus Drivers
 - Employee Referral Program (HDPT-Specific) – 2023
 - Departmental Overhire Program – 2025
 - Recruitment Advertisement Campaign (Communications + HR + HDPT) – 2026



2026 Social Media Campaign Imagery

School Bus Driver Recruitment

- Budgeted Positions – By the Numbers:
 - 57 Positions Budgeted + 5 Overhires Permitted
 - Pursuant to Admin. Program Memo #16-2
 - 48 Employees (as of March 11, 2026) + 1 New Hire (March 16, 2026) = **49 Employees**
 - **8 Vacancies**



School Bus Driver Recruitment

- Employee Referral Program (Implemented in January 2023)
 - **\$500 monetary incentive** for referring employee
 - 3 Employees paid out (the new hires have met the program requirements)
 - 3 Employees pending payout (the new hires are on the way to meeting requirements)
 - Total referrals = 10 new hires



School Bus Driver Recruitment

- Departmental Overhire Program (Implemented in March 2025)
 - Allows an overhire of the budgeted positions by **5** School Bus Drivers
 - Intended to offset employee turnover, vacancies due to short- or long-term illness, and planned retirements



School Bus Driver Recruitment

- Driver Recruitment Campaign (Planning in March 2026 for April 2026 Implementation)
 - Social Media Campaign – new social media graphics, modernized/updated feel, tailored to School Bus Division only
 - Advertisement in Spanish with Nuevas Raices
 - Employee Referral Program Re-energized – new postcard designs, strategic placement of cards in breakrooms reminding of \$500 incentive
 - Joint HDPT-HCPS Advertisement with imagery created
 - School newsletters
 - Social media
 - HCPS careers website



2026 Social Media Campaign Imagery

School Car Driver Data

- School Car Driver
 - Budgeted Positions = 6 School Car Drivers
 - **No Vacancies**



School Bus Aide Data

- School Bus Aide
 - Budgeted Positions = 17 School Bus Aides
 - **Vacancies = 1**
 - Advertise in Summer 2026



Other Information

- Annual Pay Agreements
 - Back to School Meetings (upcoming in late July/early August)
- Continuous Job Advertisement – School Bus Driver
 - 6.25 hours/day
 - Paid on-the-job training (CDL)
 - Excellent benefits package including paid leave, holidays, and more!

