According to the National School Transportation Association (NSTA), 2022 "a severe school bus driver shortage continues to impact student transportation." BCPS is committed to recruiting and retaining qualified drivers by promoting a robust compensation and benefits package to hire at least 90 school bus drivers.

- **Wages starting at $19.02 per hour and higher** based on driver experience (includes approved $2 additional hourly rate)
- **No-cost** fingerprinting, physical exams, drug testing, and sleep apnea testing
- **Competitive** health care, paid time off and other **benefits**
- **Part-time shifts** available from 15-25 hours
- Effective July 1, 2022, the hourly rate for **part-time and substitute employees** will be commensurate with years of experience
- **Retire-rehire** hourly rate commensurate with years of experience
- Reimbursement to cover the cost of obtaining a **provisional commercial driver’s license** (CDL)
- **CDL training** provided by BCPS
- A **$250 sign-on bonus** for new bus transportation employees
- A **$250 employee referral incentive** for current employees
- Effective July 1, 2022, **$150 monthly attendance incentive**
- A **$1,000 transportation retention bonus** for drivers and attendants
- To join Team BCPS as a bus driver, [apply here](#).

**Bus attendants** play a critical role in transportation. We are actively recruiting additional attendants.

- **Wages start at $14.50 per hour and higher** based on experience (includes approved $2 additional hourly rate)
- BCPS paraeducators and adult assistants are strongly encouraged to join our bus attendant team for AM or PM shifts.
- We are **flexible**! The Office of Transportation will work with paraeducators and adult assistants to identify shifts that supplement their support of our schools and students.
- Interested, [apply here](#).