

Transportation Trends

February 2026

I. Starting Salaries in Neighboring Districts

District	Starting Salary
Clay	\$17.20 - \$28.90 per hour
Duval <i>*contracted services</i>	\$21.00 - \$27.35 per hour
St. Johns	\$17.50 - \$26.36 per hour
Bradford	\$17.30 - \$21.84 per hour

II. History of Salary Increases in Transportation

2025-2026	No Increase
2024-2025	Those who earned one year of experience received a step increase plus an additional \$.75 per hour.
2023-2024	Minimum of \$1.00 per hour increase. The new placement schedule will allow bus drivers to be awarded a total of 10 years of experience for compensation purposes. Starting pay raised from \$16.42 to \$17.00. Bus drivers were placed on the new salary schedule based upon verified experience. Field Trips will be paid at the drivers contracted rate.
2022-2023	\$.50 per hour increase, bus driver one time bonus \$1,000
2021-2022	\$.75 per hour increase, bus driver one time bonus \$1,250
2020-2021	\$1.00 per hour increase

**As of 2002: Bus Drivers who complete the 90 day probationary period receive a bonus of \$500.00.*

III. Hiring Trends in 2025-2026

Data based on hiring date of 6/9/25 until current

Need	# of Personnel		# of Personnel
# of Drivers Hired	32	# of Monitors Hired	39
# of Drivers in Training	5	# of Monitors in Training	0
# of Drivers Left the District	30	# of Monitors Left the District	16
# of Drivers on Extended Leave	22	# of Monitors on Extended Leave	14

IV. **Recruitment Strategies**

What recruitment strategies are currently being implemented to recruit drivers and monitors?

- Indeed - Job posting (continuous)
 - 11 candidates hired
 - 2 events 25_26 SY
 - Next event is 2/25/26
- Internal hiring - Encouraging monitors to become drivers
- My One Clay - Job Posting
- Parent Calls - During communications with parents, asking if they know anyone looking for employment and sharing the bus driver job details
- Job Fairs - CareerSource
- Advertise at community events CCDS attends, such as the Clay County Fair

V. **Driver Training Process**

Describe the training needed to become a bus driver.

[Transportation Handbook](#)

HIRING/TRAINING OF TRANSPORTATION PERSONNEL

Must successfully complete forty (40) hours of pre-service training consisting of at least twenty (20) hours of classroom instruction and eight (8) hours of behind-the-wheel training and receive a certificate of completion.

TRAINING REQUIREMENTS

Bus Drivers and Monitors (both Full time and substitute), must receive specific instruction regarding their duties and responsibilities. Others within the Department are to enhance their skills through participation in in-service opportunities. Board policies and State Board Rules.

- A. **Bus Drivers:** The School Bus Drivers' Curriculum adopted by the State Board of Education shall be the basic text for all driver trainees. In addition to the minimum requirements established by Chapter 6A-3.0141 of the State Board Rules, the trainee will receive instruction in:

1. Clay County Route Sheets.
2. Required payroll and personnel paperwork.
3. Proper radio procedure.
4. Utilization of all pertinent information contained within the Transportation Handbook.
5. FEFP processes & procedures.
6. Blood borne pathogens & right-to-know policies.
7. OTETA & local drug policies & procedures.
8. The District Safe Driver Plan & accident management procedures.
9. Passenger management techniques, including District-specific procedures on responding to student misconduct on the bus, parent contact, and response in the event of an accident.

B. **Monitors:** All employees who work with exceptional students will be trained in proper wheelchair tie-downs, handling of physically handicapped students, recognition of medical emergencies, etc. Monitors are to be trained to handle E.S.E. students with a diversity of exceptionalities. Monitor trainees will also receive instruction in:

1. Required payroll and personnel paperwork.
2. Utilization of all pertinent information contained within the Transportation Handbook.
3. Bloodborne pathogens & right-to-know policies.
4. Passenger management techniques, including District-specific procedures.

We offer trainees 3 days of CDL permit prep class. This is to help them understand how to take the 4 tests at the DMV, so they can acquire the CDL permit first. This is something Clay does as an additional step to help our trainees.

Once a trainee has a CDL permit, they will go through a **5 week training course**.

- *Week 1* - CPR, Tourniquet training, Dexterity Test, ESE training (course work and hands on for equipment training)
- *Week 2* - 20 hrs of curriculum training required by the State
- *Week 3* - 20 hrs of hands on training and over the road training required by the State
- *Week 4* - Final practice and CDL test
- *Week 5* - Once CDL is acquired, 8 hours of behind the wheel driving with a trainer and students on board.

VI. Shortages

Trends on shortages from neighboring districts, the state and nationally:

Region	Ridership	Buses	Trends
Clay	14,074	184	13 open routes that need dedicated drivers, 19 open allocations - (7%)
Duval (Contracted)	36,689	929	Various Contracted Services - Data unavailable from private contracted services
St. Johns	25,639	356	256 routes being run; with 53 additional DB's; Allocated for 350 drivers. Running about 50 drivers short. - (14%)
Bradford	1,633	44	Down 6 drivers - (13.6%)
Florida	-	-	Most recent state data (23_24 SY) - Florida is down an estimated 4,220 drivers statewide. <i>14,581 daily buses, only 10,361 avail drivers</i>
Nationally	-	-	Down 9.5% since 2019 (EPI)

VII. **Funding**

What is the total cost to run the Transportation Department, and what does the state provide for funding for the department? [FLDOE State Transportation Full Report](#)

Operational Costs (Breakdown)	State Funding Provided	Deficit
\$15,760,825	\$8,388,402	(\$7,372,423)

County	District Membership	Number of Transported	Total Allocation	Average Cost per student allocated	Actual Cost Per Student	Total Operating Expenditure
CLAY	39,351	14,074	\$8,388,402	\$542	\$1,120	\$15,760,825
Alachua	28,749	7,811	\$4,631,455	\$533	\$1,672	\$13,063,308
Collier	48,282	19,709	\$9,180,172	\$519	\$1,529	\$30,130,035
Escambia	37,203	19,367	\$9,505,786	\$528	\$1,210	\$23,433,930
Lake	48,285	15,984	\$10,188,500	\$516	\$1,361	\$21,757,060
Leon	31,769	9,437	\$4,930,934	\$516	\$1,412	\$13,325,040
Marion	45,547	21,071	\$12,478,932	\$543	\$1,235	\$26,027,823
Mantee	52,895	15,294	\$9,672,434	\$550	\$1,149	\$17,570,169
Okaloosa	32,426	14,479	\$7,858,298	\$518	\$1,076	\$15,582,688
St. Johns	51,434	25,639	\$14,547,813	\$572	\$1,049	\$26,897,621
Santa Rosa	29,824	16,768	\$8,642,861	\$540	\$896	\$15,031,885
Sarasota	45,314	16,351	\$8,275,883	\$516	\$1,580	\$25,829,471
Average (similar districts)	40,923.25	16,332.00	\$9,025,123	\$533	\$1,274	\$20,367,488
State Totals (ALL districts)	515,009,084	861,479.00	515,009,084	\$531	\$1,467	\$1,263,466,978

**Includes both funded and unfunded (courtesy) riders*

VIII. Chipmunk App

A. Current Status

- Open routes are affecting app efficiency.
- Learning Curve: Working with drivers to ensure proper steps used when logging in
- Bus Planner Partnership: Customer Support
- Most buses are tracking
- “Not reporting” - Avg. 8 daily due to:
 - Open Route (Sub driver or alternate bus)
- Student scan notifications are active

B. Steps Taken to Improve the Chipmunk Experience

- More Accurate Stop Times: Bus Planner is assisting with automated calibrating v. manual entry
- IT Specialist running “Bus not reporting” report every morning and reaching out to drivers individually to ensure they are logged on.
- Filling open routes as soon as new drivers are completed with training
- Working towards using Bus Planner Dispatch Module to assist with route coverage (SY 26/27 rollout)
- Notifications within the app rather than through ThrillShare (SY 26/27 rollout)