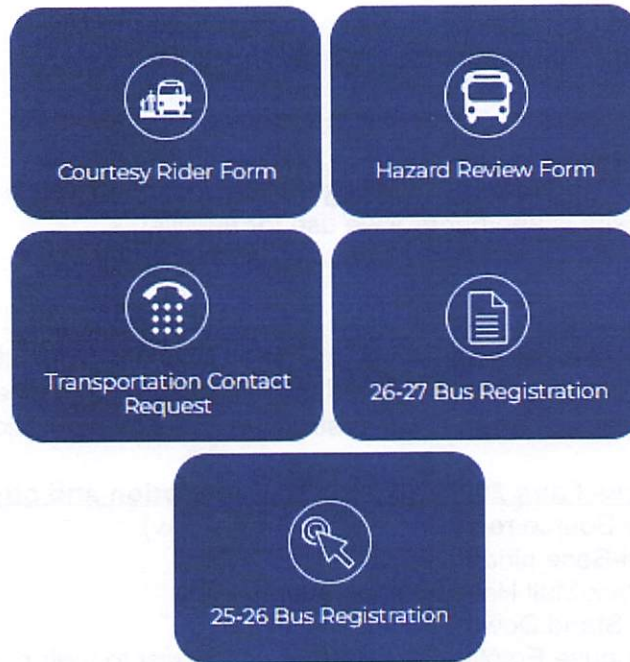


Transportation Trends

March 2026

The Transportation Website at <https://www.oneclay.net/o/ccds/page/transportation> has been updated to display the following more clearly:

Transportation Request Forms



★ [REGISTER NOW](#) for transportation for the 2026-2027 school year ★

1. Please describe the process for receiving hazardous walking conditions services and the number of students that currently receive services through this process.

Transportation website: [Hazardous Walking Condition Application Form](#)

CCDS provides rides to **813 students** who qualify for the hazardous walking condition.

2. Please describe the process for receiving courtesy rider services and the number of students that currently receive services through this process.

Transportation website: [Courtesy Rider Form](#)

CCDS provides courtesy ridership to **438 students**

3. Please provide information on recruitment strategies for bus drivers, including virtual and in-person events.

[Applicant Tracking Spreadsheet](#)

To date, 40 bus drivers have been hired this school year, and 28 have successfully completed training.

Latest job fair applicants (February 25, 2026):

- 50 RSVP's
- 11 Showed Up
- **9 Applicants** were submitted for screening

Indeed Applicants:

Average about **2-3 applicants per week** that we are interested in contacting from the Driver job posting. Our website is another tool we use for applicants.

CCDS Job Fair:

The District will host a comprehensive job fair on May 6th, from 5:00 PM to 7:00 PM at Fleming Island High School (FIH). This event is designed to showcase all available employment opportunities across the District, with a strategic focus on high-priority roles such as bus drivers.

Human Resources Fairs 2025-2026 for Transportation and other support positions:

- 14 Career Source recruiting events (see below)
- 2 Navy Tri-Base hiring events
- Orange Park Mall Holiday hiring event
- Veteran's Stand Down Jacksonville event
- Military Spouse Employment Partner - jobs post to their portal

Career Source Northeast Florida:

Acts as a key recruitment partner by displaying promotional materials within their physical centers and digitally broadcasting vacancies to their extensive candidate database. Their outreach covers the entire Northeast Florida region.

Clay County Fair CCDS Booth will have flyers:

ONECLAY CAREERS TRANSPORTATION

DRIVE A BUS FOR US!

FULL-TIME STARTING SALARY:
\$17.20/HOUR
Full Benefits • Flexible Hours

PART-TIME SUBSTITUTE DRIVERS:
\$16.70/HOUR
Morning and/or Afternoon Shifts Available

\$500 SIGN-ON BONUS!

PAID TRAINING
NO EXPERIENCE REQUIRED

WE PROVIDE: Paid CCL training, Air conditioning & cameras on all buses
GENERAL REQUIREMENTS: Valid Florida driver's license • Three (3) years of safe driving record

TO APPLY VISIT
OneClay.tedk12.com/Hire
Type "Transportation" in the Search box

OR SCAN THE QR CODE

For more info contact CCDS Transportation Employment Line at 904.586.5375

4. Please describe the process for increasing compensation, to include any relevant school board policies and state statutes.

Current:

- **Signing Bonus:** A \$500 signing bonus is available to new hires, payable upon the successful completion of the 90-day probationary period. This incentive is codified in the current Board-approved salary schedule.
- **Perfect Attendance Incentive:** Support employees are eligible for a semi-annual attendance incentive. A total of \$36,000 is negotiated annually (\$18,000 per semester) to be distributed equally among qualifying staff.
 - *Note: Payout amounts vary based on the number of qualifying employees. For the first semester of the 2025-2026 year, 96 employees qualified, resulting in an individual payout of \$171.84 (inclusive of benefits).*

Guiding Policies and Statutes:

- All District compensation is strictly governed by Florida Statute 447.301 (*Collective Bargaining Rights*). Negotiations for the 2025–2026 school year are finalized and currently in effect. Bus driver pay is established through the annual compensation schedule adopted by the School Board (Policy 4410). This schedule is the result of collective bargaining (F.S. 447.301) between the District and CESP. While the base schedule is fixed once negotiated, individual pay can be increased by providing documented "Credit for Previous Experience." To qualify, service must be "full-time actual service" for more than half of the normal service period in a comparable position.
- Any adjustments or proposed increases to the compensation schedule for the upcoming school year must be formally negotiated through the collective bargaining process between the District and the CESP bargaining team. Wage increases are not unilateral and require a ratified agreement through this established legal framework.