

**Portland Public Schools**  
**Transportation Incentive Program - 2023-2024**

Portland Public Schools is announcing the following Transportation Incentive Program to begin on June 12, 2023. School bus and van driver employment opportunities are available with both Portland Public Schools and METS.

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**Signing Bonus**

The following signing bonus will be provided to all newly hired **full time route bus drivers**:

- \$3,000 for a fully certified bus driver that begins employment before August 17, 2023
- \$2,500 for a fully certified bus driver that begins employment after August 17, 2023 before January 1, 2024
- \$2,000 for a fully certified bus driver that begins employment after January 1, 2024

The following signing bonus will be provided to all newly hired **trip, substitute, or other part time bus drivers**:

- \$2,000 for a fully certified bus driver that begins employment before August 17, 2023
- \$1,500 for a fully certified bus driver that begins employment after August 17, 2023 before January 1, 2024
- \$1,000 for a fully certified bus driver that begins employment after January 1, 2024

The following signing bonus will be provided to all newly hired **full time van drivers**:

- \$1,000 for any van driver

The signing bonus will be paid in the following manner:

- 1/3 upon start of employment
- 1/3 after completion of 45 days
- 1/3 upon completion of the 23/24 school year

**Miscellaneous**

- The District will pay for all necessary bus driver training courses. Individuals will receive \$500 for taking and completing the training courses. All driver related costs (fingerprint, CDL, etc.) will be reimbursed.

**2023-2024 School Year**

All returning **full time route bus drivers** will receive a retention incentive of \$1,000 for their continued employment for the return of the 2023-2024 school year and an incentive of \$1,000 for the completion of the 2023-2024 school year

All other drivers will receive a retention incentive of \$500 for their continued employment for the return of the 2023-2024 school year and an incentive of \$500 for the completion of the 2023-2024 school year

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*District employee hourly salary rates are subject to the current transportation collective bargaining Master Agreement. The District may provide additional incentives at its discretion.*

*METS employee hourly rates will be no less than the amounts listed above.*

**\*\* Terms of this program are not subject to grievance \*\***