



**#216-21**

**Commonwealth of Virginia**  
**Virginia Department of Education**  
**Superintendent's Memo #216-21**

DATE: August 6, 2021  
TO: Division Superintendents  
FROM: James F. Lane, Ed.D., Superintendent of Public Instruction  
SUBJECT: **Annual School Bus Driver Critical Shortage Survey**

The 2020 Virginia General Assembly passed legislation amending *Code of Virginia* § [22.1-23](#) requiring the Superintendent of Public Instruction to annually survey all local school divisions to identify critical shortages of school bus drivers by geographic area and local school division. This data will be used to identify school divisions or geographic areas with critical shortages of bus drivers, thus permitting any school bus driver hired by a local school board in any geographic area or school division in which a critical shortage of school bus drivers has been identified to elect to continue to receive a service retirement allowance during such employment if the driver meets certain other conditions (pursuant to passage of HB 351 and SB 324 at the 2020 General Assembly Session and effective July 1, 2020). Please note that the Virginia Retirement System (VRS) will be issuing additional guidelines for the implementation of the bus driver critical shortage program pursuant to HB 351 and SB 324.

The criteria to determine if a school division and/or a Superintendent's Region has a critical school bus driver shortage is:

- The school division received three or fewer qualified applicants when recruiting for vacant school bus driver positions during the previous year.
- A qualified bus driver applicant is determined by compliance with *Regulations Governing Pupil Transportation* sections, *8VAC20-70-280.Requirements for School Bus Drivers Both for Employment and Continued Employment* and *8VAC20-70-350.Training*.

The 2021-2022 school bus driver position critical shortage will be identified by your school division's 2020-2021 school year total recruitment of school bus drivers and the total number of qualified applicants. The bus driver critical shortage survey form will be emailed to your school division's transportation director and the results will be posted on the Virginia Department of Education's (VDOE's) website and provided to the VRS.

The survey submission requires the signatures of the division transportation and human resources directors, as well as the division superintendent.

If you have questions concerning the school bus driver critical shortage survey, please contact Vijay Ramnarain, Director, Office of Support Services, at (804) 225-2774 or [Vijay.Ramnarain@doe.virginia.gov](mailto:Vijay.Ramnarain@doe.virginia.gov) or Kerry Miller, Associate Director, Pupil Transportation Services, at (804) 225-2772 or [Kerry.Miller@doe.virginia.gov](mailto:Kerry.Miller@doe.virginia.gov).

JFL/VR/aam