**HIGHLAND SCHOOL DISTRICT NO. 203**

**P.O. BOX 38 – 17000 SUMMITVIEW ROAD**
**COWICHE, WASHINGTON 98923**
**(509) 678-8630 FAX (509) 678-4177**

*Superintendent:*
Mindy Schultz

*School Board:*
Craig Chronister
Lupita Flores
Kerry Jones
Carlos López
Cindy Reed

October 19, 2026 Highland School District is accepting applications for the following position:

## BUS DRIVER

**DESCRIPTION:** Transporting students home to school in the morning and school to home in the afternoon for students at MWC, TES and HMS/HHS, 6.5 hrs/day including ½ hour paid travel time between shifts, 180 school days plus 11 paid holidays.

**QUALIFICATIONS**: Applicants for the position must have:

- Current Washington State Commercial Driver's License (CDL)
- Have CDL endorsements P (Passenger) and S (School Bus)
- Current Washington State School Bus Driver's Authorization
- License must be free from moving violations for the past 3 years.
- Applicants must be current on all bus driver requirements
- Must have standard 1st Aid card or the willingness to obtain one
- Have the good physical condition and health record to do the physical labor required for this job.
- Must be able to lift a minimum of 50 lbs.

**SALARY & BENEFITS**: Hourly: $27.07–$30.12

Healthcare Benefits (SEBB): (All Employees who work 630 hours per school year are eligible)

- Insurance: Medical, Dental, Vision, Basic Life, Accidental Death & Dismemberment, Long-Term Disability
- L & I: Self-insured plan to cover employees for injuries/accidents incurred on the job.

Additional Benefits:

-Washington State Retirement System Pension
-Paid Holidays: All that fall within the employee's work year
-Paid Sick Leave: 12 days/year to maximum of number of contracted day (180 days maximum for cash out)
-Paid Personal Leave: three (3) days

**QUALIFIED CANDIDATES:** Application and information are available on our website: https://www.highland.wednet.edu/departments/employment or FastTrack: https://bit.ly/4zaA3T9 or by calling the District Office at (509) 678-8631.

**CLOSING DATE**: **Position open until filled.**

**Employment will be contingent on signing of the Washington State Sexual Misconduct Disclosure Release as well as successful completion of the WSP and FBI fingerprint screening, and drug testing required under 28A.400 RCW, if applicable**.

### Non-Discrimination Statement

The Highland School District complies with all federal and state rules and regulations and does not discriminate on the basis of any protected class as defined by law. This holds true for all district employment and opportunities. Highland School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age (40 or older), marital status, honorably discharged veteran or military status, sexual orientation, gender expression or identity, non-job related sensory, mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability, or any other legally protected status, condition or characteristic, except where a bona fide qualification disqualifies an individual, and provides equal access to the Boy Scouts and other designated youth groups. This holds true for all students who are interested in participating in educational and/or extracurricular school activities as well. The following employees have been designated to handle questions and complaints of alleged discrimination: Title IX Coordinator and Compliance Coordinator (RCW 28A.640/28A.642): Brandon Jensen, Tieton Elementary School Principal, 711 Franklin Rd, Tieton, WA 98947, telephone 509-678-8900, e-mail- bjensen@highland.wednet.edu. Section 504/ADA coordinator: Courtney Sund, Director of Special Education, SEL and Inclusionary Practices, 17000 Summitview Rd, Cowiche, WA 98923, telephone 509-678-8772, e-mail- csund@highland.wednet.edu. Harassment, Intimidation, Bullying (HIB) Coordinator: Don Strother, Highland Middle School Principal, 17000 Summitview Rd, Cowiche, WA 98923, telephone 509-678-8870, email- dstrother@highland.wednet.edu. The Highland School District will also take steps to assure that national origin persons who lack English language skills can participate in all education programs, services and activities. For information regarding translation services or transitional bilingual education programs, contact Kirsten Lenz, Highland School District Language Liaison.