

School Bus Driver In-Training

Qualifications:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required.

1. High School diploma or equivalent is required.
2. Be at least twenty-one (21) years of age.
3. Valid Idaho Driver's License.
4. Pass a pre-employment drug screening and fingerprint criminal background check.

Reports to: Director of Transportation

Supervises: N/A

Job Goals: To learn the necessary skills and competencies to safely and efficiently transport students on a school bus, including obtaining all necessary licenses and certifications required by the State of Idaho and Bonneville School District.

Essential Duties and Responsibilities:

1. Regular and predictable attendance.
2. Maintain high standards of ethical behavior and confidentiality.
3. Interact with students, district employees, and the public in a professional manner.
4. Attend required training, in-service, and safety meetings to meet Idaho State and Department of Transportation (DOT) requirements.

Other Duties and Responsibilities:

Performs all other duties as assigned.

Terms of Employment:

This position shall be considered in all respects "employment at will" and the employee is subject to discharge by the District at any time without cause. The "employment period" and other descriptions and terms set forth in this job description shall not create a property right in the employee, and such are set forth only to advise the employee of when and what type of services will be required by the District so long as employment continues.

An employee working in this position shall, at all times, be subject to the direction of the persons to whom said employee has primary responsibility or said person's designee(s), and at all times shall be subject to the rules, regulations and policies of the District as promulgated by the Board of Trustees. Each employee shall be held responsible for having knowledge of said School District rules, regulations and policies.

Probationary Period:

Equal Opportunity Employer

TRANSPORTATION

FLSA Status – Exempt

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This position will require a thirty (30) to sixty (60) day probationary period after initial training has been completed. The first two weeks of employment will be CDL training up to 40 hours per week. Thereafter, additional training and hands-on experience will continue up to 19.95 hours per week, until the end of the probationary period. Salary to be determined by the Transportation Salary Schedule as adopted by the Board of Trustees.

All terms of employment may be subject to change, as recommended by administrative staff or as directed by the Board of Trustees.

Evaluation:

An evaluation will be given at the end of 30 days. At that time, the Transportation Supervisor will select one of the following:

- Promote employee to a Bus Driver position
- Extend the probationary period for up to 30 days
- Extend an offer for a Bus Attendant position
- Terminate Employment

If the probationary period is extended, a second evaluation will be given and the Transportation Supervisor will determine if employment will continue.

Sign-On Bonus:

- Paid out in three (3) equal payments over 90 days after passing state test.

**Bonus not applicable if employed as a Bus Driver at D93 within the previous twelve (12) months.*

**If employment is terminated within twelve (12) months after hire, bonus will be retracted.*

Physical Demands/Work Environment:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

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While performing the duties of this job, the employee is regularly required to drive; talk or hear; sit for extended periods of time; have sufficient hand, arm and finger dexterity to operate equipment; and reach with hands and arms. The employee is frequently required to stand; walk; climb steps or balance and stoop, kneel, crouch, or crawl. The employee must occasionally lift, carry, and push and/or pull items up to a maximum of 50 pounds and possess physical strength and dexterity to pull children from bus in case of emergency or accident.

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

Common hazards include contact with dissatisfied or abusive individuals; exposure to fuels, exhaust, fumes and fluids used in the operation of equipment, and chemical compounds used to clean equipment; drive in inclement weather and with the possibility of bus steps and ground being slippery; possible contact with blood borne pathogens and/or bodily fluids.

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While performing the duties of this job, the employee is frequently exposed to moving mechanical parts, fumes or airborne particles and outside weather conditions. The noise level in the work environment is usually moderate to loud.

Reviewed 6/21 Revised

NOTES:

All certificated and non-certificated employees and other individuals are required to undergo a criminal history check and submit to fingerprinting. Any applicant convicted of any of the felony crimes enumerated in Section 33-1208, Idaho Code may not be hired, and any applicant convicted of any felony offense listed in Section 33-1208(2), Idaho Code shall not be hired.

Legal Reference: I.C. § 33-512 Governance of Schools
 I.C. § 33-1210 Information on Past Job Performance