

**MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN SAN JUAN UNIFIED SCHOOL DISTRICT (District)
AND
TEAMSTERS LOCAL No.150 (Teamsters)**

CREATION OF A VAN DRIVER PROGRAM

This Memorandum of Understanding (“MOU”) is between the Teamsters Local No. 150 (“Teamsters”) and San Juan Unified School District ("District") regarding the creation of a van driver program. The parties have met and agreed to the following:

Background:

During this time of unprecedented driver shortages and the implementation of Senate Bill 328 - which mandates later start times for middle and high schools and will require the District to increase routes - there is a need to be innovative and provide solutions to meeting the transportation needs of our special education students. The District also has a need to develop an ongoing pipeline of prospective drivers so that it can reduce vacancies and be less reliant on outside vendors to provide services.

The District is recommending the implementation of a van driver position that will provide more flexibility in hiring drivers in a capacity that does not require specific pupil licensing requirements.

Intent:

It is the intent of this MOU to outline the conditions under which the District will create and implement a van driver program by the start of the 2022-23 school year.

Agreement:

The District and Teamsters agree to the following terms:

1. The District will begin the program by creating a minimum of five (5.0) FTE District Van Driver positions.
 - a. Any addition beyond five (5) District Van Driver positions during the term of this agreement must be made by mutual agreement between the District and the Teamsters.
 - b. When there are vacancies in Van Driver positions, the District may temporarily assign Bus Drivers or contractors to drive a van until the position is filled.
2. Qualified employees enrolled in the District bus driver academy obtaining a Class B school bus driver certification may be assigned to this temporary position for a period of six (6) months from the date of obtaining a Class B permit from the California Department of Motor Vehicles.
 - a. Any extension beyond six (6) months will be made only by mutual agreement between the Teamsters and District.
3. The District Van Driver shall be placed at Salary Range 19 of the Transportation Unit Salary Schedule.

4. The District and the Teamsters agree that the van driver program will be entered into to supplement, not supplant, the work of current District school bus drivers.
5. The District and the Teamsters agree that van drivers shall not displace current employees.
6. The District and the Teamsters agree that current employees' schedules will not be reduced as a result of implementing a van driver program.
7. During the length of this MOU, the District will continue to faithfully attempt to hire and fill vacant school bus driver positions.
8. The Teamsters and District agree that van drivers will not be assigned to noon routes. Noon routes are considered bus runs which are routed during the mid-day, between normal bell times and will not include routes which can be performed at times when District drivers are available.
9. The District and the Teamsters agree that van drivers cannot be assigned to a route that is maintained at eight (8) hours per day pursuant to Article 5.2. In addition, the District will maintain a minimum of 40 8-hour drivers during the term of this agreement.

Length of Agreement:

The Teamsters and the District agree that this MOU will remain in effect through June 30, 2023. This MOU may be revised and/or extended by mutual agreement between the District and Teamsters.

Daniel Thigpen 8-2-2022
 Daniel Thigpen Date
 Senior Director, Labor Relations
 San Juan Unified School District

Alan Daurie 8/2/22
 Alan Daurie Date
 Business Representative
 Teamsters Local No. 150