

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

**ADDITIONAL SUPPORT FROM VENDORS TO TRAIN SCHOOL BUS DRIVERS**

**Updated July 30, 2024**

**Background:**

There is a national shortage of school bus drivers and correspondingly the District has been experiencing similar significant shortages of school bus drivers. The District has also been unsuccessful in filling vacant school bus driver trainer positions.

**Intent:**

It is the intent of this MOU for the District to contract with outside vendors to provide instructional support to new District school bus driver candidates. The District and the Teamsters agree that training prospective new school bus drivers should be done in the most expeditious manner possible.

**Agreement:**

The Teamsters and the District agree that the District will contract with outside vendors to:

1. Provide instructional support to the District, as per the requirements set forth in the Education Code, for California school bus drivers.
2. Provide instructional support to the District, as necessary, to help prepare and train prospective District school bus drivers.
3. The Teamsters and District agree this MOU is subject to the grievance procedure as outlined in Article 4 of the collective bargaining agreement.
4. The Teamsters and District agree employees may be sent to training outside of the District, at the District's cost, with management's approval.
5. The District agrees to provide to the Teamsters bi-annual written reports on matters related to this MOU, such as the District's hiring efforts, the number of outside vendors hired, the hours of work each vendor performs, the number of drivers trained and the most affected routes and or days. Upon review the Teamsters may provide a written response and request a meet and confer related to specific issues generated by their response to the report.


**Length of Agreement:**


The District and Teamsters agree this MOU will remain in effect through **June 30, 2025**. Absent an agreement to extend the terms of this MOU it sunsets on **June 30, 2025**.

The District and Teamsters also agree that by contracting out for bus driver trainers on an interim basis, it is not to be construed as a practice of both parties.

**Bargaining Unit Positional Retention:**

During the length of this MOU, the District will continue to faithfully attempt to hire and fill vacant school bus trainer positions.

 8-15-24  
Daniel Thigpen  
Executive Director  
Labor Relations and Government Affairs  
San Juan Unified School District

 8/15/24  
Alan Daurie  
Business Representative  
Teamsters Local No. 150