

1. **Lead Driver Trainer.** The position description, including key job duties and required qualifications, is incorporated as Attachment A to this agreement. The Lead Driver Trainer (LDT) is a Driver on special assignment and, as such, is included in the bargaining unit description (Article 1.1). The purpose of the position is to take a lead role in the development, implementation, and coordination of the Training Program, including delivery of training to drivers and Driver Trainers, and coordination and scheduling of the Driver Trainers. Because the primary responsibility of the LDT is training, the LDT will not bid on a mid-day route or a Special Education route. The purpose of the position is to implement the training program for new hires, substitutes, and regular Drivers therefore, the District will release the LDT from the assigned route for training purposes as needed. The LDT is eligible to bid on trips and other assignments that do not conflict with the position's required job duties.
 - a. **Hours:** 8 hours per day, Monday-Friday
 - b. **Calendar:** 210 days per year, plus additional days as needed
 - c. **Rate:** Driver's regular rate plus \$3.00 per hour

2. **Driver Trainers.** The position description, including key job duties and required qualifications, is incorporated as Attachment B to this agreement. The rate of pay for Driver Trainers is indicated in the parties' CBA. Driver Trainers are not eligible to bid on midday routes or on routes that would schedule the Driver Trainer for more than forty (40) hours per week. Because Driver Trainers are expected to answer questions and assist fellow Drivers at any time during working hours, the Driver Trainers will be paid at the training rate for all hours worked.

3. **Selection.** The District will post the Lead Driver Trainer position and Driver Trainer positions for a minimum of five (5) business days. Drivers will be notified of the postings by email to the Drivers' PSD email address. The Union will designate two (2) representatives to participate in the selection process. Only candidates who meet the required qualifications will be considered for selection. One LDT may be selected. The number of Driver Trainers will be determined by the District in consultation with the Union.

4. **Removal.** The LDT and Driver Trainers may be removed from the position if they no longer meet the qualifications for the position or if job performance in the position is not satisfactory. If the employee is removed from the position, they will revert to a Driver position for, at a minimum, the same number of hours per week, and may bid for any available position. The employee may be immediately removed from the job duties and will be entitled to due process prior to a reduction in pay.

5. **Driver Training Program**. The training program will include all state and federal requirements for school bus drivers, and will be updated periodically to incorporate changes any changes in these requirements. The program will also include policies and procedures specific to the District. The training program will be designed and implemented to expedite the new driver training process with an expected completion time of six (6) weeks.

- a. **Training Committee**: The Training Committee is formed to develop, monitor, and revise the training program. The Committee will be overseen by the Director or their designee, and will include the LDT, and the Driver Trainers. A District representative and a Union representative may attend at any time. The work of the Training Committee will include development of the content, scope, and sequence of new driver training and ongoing driver training each year.

The Parties will meet as needed to review implementation of this agreement. This agreement may be opened at any time by mutual agreement of the parties.

By: Pasco School District

By: Teamsters Local 839