

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

**ADDITIONAL SUPPORT FROM VENDORS TO PROVIDE ROUTE ASSISTANCE**

**Updated Oct. 25, 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 routing support to augment the District's current home-to-school bus service obligations, which cannot be covered by District school bus drivers due to the national shortage. The District and the Teamsters agree that this relationship will be entered into to supplement, not supplant, the work of current District school bus drivers. This agreement shall not be considered a violation of Article 15.4 or any other Article of the current Collective Bargaining Contract between the District and ~~Teamsters Chauffeurs, Teamsters and Helpers, Local No. 150.~~

**Agreement:**

1. The Teamsters and the District agree that the District will contract with outside vendors to provide school bus route support to the District.
2. The Teamsters and District agree that this agreement shall be subject to the grievance procedure as outlined in Article 4.
3. The Teamsters and District agree that outside vendors cannot displace current employees.
4. The District agrees that current employees' schedules will not be reduced as a result of supplementary services agreements.
5. The Teamsters and District agree that outside vendors cannot be assigned to a bus route maintained at eight (8) hours per day pursuant to Article 5.2. ~~In addition, if the hiring of outside vendors results in an increase in the total number of bus routes, there will be a proportionate increase in the number of Teamster employees entitled to an assignment of eight (8) hours per day pursuant to Article 5.2.~~
6. The Teamsters and District agree that outside vendors will not be assigned to noon routes **unless as a last resort**. 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.
7. 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 Term of Agreement:**

The Teamsters and the District agree that this MOU will remain in effect so long as sixty percent (60%) of the total number of district bus routes are maintained at eight (8) hours per day (aka, “8-hour guarantee”), per Article 5.2 of the collective bargaining agreement. Should the 8-hour guarantee in Article 5.2 be reduced in percentage, this MOU shall expire within six (6) months of the effective date of the reduction, unless revised and/or extended by mutual agreement between the District and Teamsters. ~~through December 31, 2024. Absent an agreement to extend the terms of this MOU it sunsets on December 31, 2024. This MOU may be revised and/or extended by mutual agreement between the District and Teamsters.~~

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

**Bargaining Unit Positional Retention:**

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

 11-5-24

Daniel Thigpen  
Executive Director  
Labor Relations and Government Affairs  
San Juan Unified School District

 11/5/24

Rocio Richards  
Business Representative  
Teamsters Local No. 150