

Job Description

Prepared/Revised Date: May 2025

Job Title: **Non CDL Route Driver**
 Job Family: **Transportation**
 Pay Program: **Classified**
 Typical Work Year: **9 months**

Job Code: **1608**
 FLSA Status: **Non-Exempt**
 Shift Differential: **Yes**
 Pay Range: **G08**

SUMMARY: Transport, safely and expediently, students and other authorized personnel to and from home, between schools and on district sponsored trips. Responsible for conducting pre-trip inspections, observes safety regulations and policies; enforces student discipline on the bus; and performs other related work duties.

ESSENTIAL DUTIES AND RESPONSIBILITIES: *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. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

Job Tasks Descriptions	Frequency	% of Time
1. Responsible for the safe and expedient transportation of students and other authorized personnel, including driving bus route according to bus stop locations and time schedules (may deviate from prescribed route in cases of illness, emergency or road conditions); monitoring behavior and actions of students on school bus while driving routes, to include noise levels and settling student disputes; communicating with transportation personnel, parents and school officials regarding student behavior (may include watching videos, retrieve parent contact information and phone parents for assistance in changing the students behavior, write misconduct forms); and completing various forms and reports including field trips, log addendums, student check in and vehicle log. Monitor student riders for any suspected child abuse, sexual harassment, bullying, bodily fluids cleanup and medical conditions (e.g., diabetic shock, seizures, respiratory conditions, etc.).	D	60%
2. Perform daily pre-trip inspection on bus in accordance with the Colorado Code of Regulations and District guidelines, including checking oil, tires and maintaining all fluids at the proper levels. Complete daily post-trip inspections, including checking the condition of the bus. Maintain the cleanliness of the bus interior. Keep outside mirrors and driver's windows clean inside and out. Fuel vehicles per department guidelines.	D	10%
3. Communicate in person and on a two-way radio for routine, urgent and emergency situations. Report all unsafe route and bus stop conditions to the scheduler/dispatcher.	D	10%
4. Use proper procedures when working with special education and wheel chair students. Aid in the loading and unloading process of students needing assistance in boarding as well as those with special needs, via stairs or lift mechanisms. Ensure that all seatbelts, safety vests and other required restraint devices are used properly. Protect all student confidential information.	D	10%
5. Attend all meetings and training sessions including all in services and driver meetings, first aid and CPR classes that are required by the district.	W	5%
6. Perform other job-related duties as assigned.	Ongoing	5%
	TOTAL =	100%

EDUCATION AND RELATED WORK EXPERIENCE:

- High school diploma or equivalent preferred.
- No experience required.

LICENSES, REGISTRATIONS or CERTIFICATIONS:

- Criminal background check required for hire.
- Must be at least 21 years of age.
- Valid Colorado driver's license
- A copy of an individual Motor Vehicle Record must be submitted at time of application.
- Successful completion of a Department of Transportation (DOT) Physical required for hire.
- Must meet Colorado Department of Education and FMCSR Part 382 requirements.
- Successful completion of the District Driver Training Program required for hire.
- CPR and First Aid certifications within three (3) months after entering position.

TECHNICAL SKILLS, KNOWLEDGE & ABILITIES:

- Ability to communicate effectively (verbally and in writing) in English.
- Knowledge of Federal, State and Local student transportation laws and regulations.
- Ability to travel among district facilities.
- Maintain a clean MVR throughout employment.
- Ability to maintain confidentiality in all aspects of the job.
- Critical thinking and problem solving skills.
- Ability to diffuse and manage volatile and stressful situations.
- Ability to work with students with diverse backgrounds and abilities.
- Ability to keep up-to-date technically and apply new knowledge to your job. Includes adapting to and mastering new system applications and processes as implemented by the district or department.
- Ability to promote and follow Board of Education policies, District policies and building and department procedures.
- Ability to engage in effective communication, collaboration, and teamwork with individuals from diverse backgrounds, cultures, and perspectives, while demonstrating respect and appreciation for their differences.
- Ability to recognize the importance of safety in the workplace, follow safety rules, practice safe work habits, utilize appropriate safety equipment and report unsafe conditions to the appropriate administrator.

MATERIALS AND EQUIPMENT OPERATING KNOWLEDGE:

- Operating knowledge of school buses and pool vehicles required within one month after entering position.
- Operating knowledge of basic maintenance and emergency equipment including radio, tire chains, flare, etc. required within one month after entering position.
- Operating knowledge of district information technology systems and any other department specific software and equipment required within 2 months after entering position.

REPORTING RELATIONSHIPS & DIRECTION/GUIDANCE:

	POSITION TITLE	JOB CODE
Reports to:	Transportation Operations Manager	3057

	POSITION TITLE	# of EMPLOYEES	JOB CODE
Direct reports:	This job has no supervisory responsibilities.		

- Responsible for supervising the behavior and well-being of students getting on and off the bus and while in route.

BUDGET AND/OR RESOURCE RESPONSIBILITY:

- This job has no budgetary responsibilities.

PHYSICAL REQUIREMENTS & WORKING CONDITIONS: *The physical demands, work environment factors and mental functions described below 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.*

PHYSICAL ACTIVITIES:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Stand		X		
Walk		X		
Sit				X
Use hands and fingers to handle and/or feel				X
Reach with hands and arms			X	
Climb or balance			X	
Stoop, kneel, crouch, or crawl		X		
Talk			X	
Hear				X
Taste	X			
Smell				X

WEIGHT and FORCE DEMANDS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Up to 10 pounds		X		
Up to 25 pounds		X		
Up to 50 pounds		X		
51 to 100 pounds	X			
More than 100 pounds	X			

MENTAL FUNCTIONS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Compare		X		
Analyze		X		
Communicate			X	
Copy	X			
Coordinate		X		
Instruct		X		
Compute	X			
Synthesize	X			
Evaluate			X	
Interpersonal Skills				X
Compile		X		
Negotiate			X	

WORK ENVIRONMENT:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Wet or humid conditions (non-weather)	X			
Work near moving mechanical parts			X	
Work in high, precarious places	X			
Fumes or airborne particles			X	
Toxic or caustic chemicals		X		
Outdoor weather conditions			X	
Extreme cold (non-weather)	X			
Extreme heat (non-weather)	X			
Risk of electrical shock	X			
Work with explosives	X			
Risk of radiation	X			
Vibration			X	

VISION DEMANDS:	Required
No special vision requirements.	
Close vision (clear vision at 20 inches or less)	X
Distance vision (clear vision at 20 feet or more)	X
Color vision (ability to identify and distinguish colors)	X
Peripheral vision	X
Depth perception	X
Ability to adjust focus	X

NOISE LEVEL:	Exposure Level
Very quiet	
Quiet	
Moderate	
Loud	
Very Loud	X