

Memorandum of Understanding
By and between
Renton School District (RSD)
and
Local 6367 American Federation of Teachers (AFT)

Non-CDL Van Driver Pilot Program

This Memorandum of Understanding (MOU) establishes a pilot program for the 2026–2027 school year to create a new employee classification: Van Driver (Non-CDL). This pilot is intended to evaluate the effectiveness of the program and determine whether it should be continued in future years.

Purpose

The Van Driver position is designed to reduce transportation costs associated with using cabs and third-party services for out-of-district and, when necessary, in-district student transportation. RSD anticipates that hiring district employees for these roles will be more cost-effective to transport these students and may serve as a pathway for individuals interested in obtaining a Commercial Driver License (CDL) to become school bus drivers. However, obtaining a CDL is not a requirement for this position.

Terms of Agreement

The parties hereby agree to the following terms and conditions for the 2026-27 school year.

1. **Classification and Compensation:** RSD will establish a new employee classification for transportation titled, Van Driver (Non-CDL). This position does not require a CDL but must comply with any applicable OSPI requirements. The target wage for Van Drivers is \$28.00 per hour. Target wage is to be set at \$28.00 per hour.
2. **Position Allocation:** A total of eight (eight) Van Driver positions will be created:
 - a. Four (4) contracted positions at 25 hours per week.
 - b. Four (4) non-contracted positions to be used on an as-needed basis.
3. **Scope:** RSD will operate up to eight (8) vans daily using Van Drivers. These vans will be used to transport:
 - a. Students identified under the McKinney-Vento Act.
 - b. Other out-of-district students.
 - c. In-district students not assigned to regular CDL routes.

4. **Route Assignment and Seniority:** Van Drivers will not be assigned any routes/runs designated for CDL drivers. For as-needed assignments, RSD will follow the seniority provisions outlined in the Collective Bargaining Agreement:
 - a. First, offer assignments to contracted CDL drivers.
 - b. Second, offer assignments to Relief Drivers.
 - c. Third, offer assignments to Van Drivers.
5. **Layoff Protocol:** In the event of layoffs within the Transportation Department, Van Drivers will be laid off before any contracted CDL drivers.
6. **Pilot Oversight and Review:** The pilot will be added as a recurring topic for review during regularly scheduled Labor-Management meetings. Either party may request additional discussions regarding the pilot if urgent issues arise. RSD agrees to terminate the pilot if there are three (3) documented instances where CDL drivers are bypassed due to staff negligence (i.e., Van Drivers being assigned work that should have gone to CDL drivers). If the program is terminated the Van Drivers will be laid off.

This MOU will remain in effect for the duration of the 2026-2027 school year.

For the Union:

Connie Jourdan

Connie Jourdan (Jul 17, 2026 10:59:46 PDT)

Connie Jourdan, AFT 6367 President

For the District:

Sheila Redick

Sheila Redick, RSD Assistant
Superintendent of HR

Date: Jul 17, 2026

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