

LINDALE INDEPENDENT SCHOOL DISTRICT

Job Title: Director of Transportation

Wage/Hour Status: Exempt

Reports to: Deputy Superintendent

Pay Grade:

Dept./School: Transportation

Primary Purpose:

Direct and manage district's transportation and vehicle maintenance program. Oversee maintenance of all district-owned vehicles. Ensure safe and efficient operation of transportation department.

Qualifications:

Education/Certification:

Bachelor's degree

Special Knowledge/Skills:

Ability to direct and manage operations of a large fleet of vehicles
Knowledge of energy management and vehicle repair and maintenance
Ability to manage budget and personnel
Ability to coordinate district function
Ability to implement policy and procedures
Ability to interpret data
Strong organizational, communication, and interpersonal skills

Experience:

Three years supervisory experience in transportation operations, preferably with public school districts
Five years of experience as a bus driver

Major Responsibilities and Duties:

Routes and Schedule

1. Prepare and update bus routes and schedules for all schools in district and develop plan to meet future transportation needs.
2. Coordinate transportation for extracurricular activities and special programs.
3. Respond to after-hours emergency calls as needed. Operate bus and deliver buses to drivers when breakdowns occur.
4. Notify bus drivers, schools, and public of any changes in bus routes and schedules.

Policy, Reports, and Laws

5. Implement federal and state law, State Board of Education rule, and board policy in transportation area.
6. Compile, maintain, file, and present all physical and computerized reports, records, and other documents required in transportation area.

7. Implement district's student discipline policies and communicate to students expected behavior when using district transportation.
8. Enforce safety standards that conform with state, federal, and insurance regulations and develop a program of preventive safety.
9. Develop training options and improvement plans to ensure exemplary operation of transportation department.
10. Comply with applicable personnel policies.
11. Prepare data necessary to process transportation payroll.

Vehicle Maintenance and Repair

12. Direct repair of all district-owned vehicles and oversee plans for preventive maintenance.
13. Process vehicle repair requests and prioritize work orders. Contract for services that cannot be performed in shop.
14. Monitor fuel deliveries and distribution.

Budget and Inventory

15. Compile budgets and cost estimates based on documented program needs.
16. Administer transportation budget and ensure that programs are cost-effective and that funds are managed wisely.
17. Initiate purchases and bids in accordance with budgetary limitations and district policies.
18. Maintain current inventory of supplies and parts to avoid ordering delays.
19. Approve and forward invoices for transportation to accounting department.
20. Recommend disposal of obsolete or worn out vehicles and equipment. Recommend purchase of vehicles as necessary.

Student Management

21. Review student behavior reports and conduct conferences with parents, students, and drivers on disciplinary issues.
22. Enforce student discipline and suspension of riding privileges for any student who violates rules and regulations.

Personnel

23. Assign bus drivers to routes and find substitutes as needed.
24. Recruit, train, supervise and evaluate all transportation personnel and make sound recommendations about placement, assignment, retention, discipline, and dismissal.
25. Prepare, process, and maintain all documents required to verify safety certification and alcohol and drug testing of bus drivers.

26. Prepare, review, and revise transportation department job descriptions.
27. Evaluate employee job performance to ensure effectiveness.

Safety

28. Advise administration about inclement weather conditions that may result in the closing of schools or road hazards.
29. Help with gathering information in investigations of school bus accidents and student safety violations.
30. Help organize and conduct training programs to promote a safe work environment.
31. Ensure that transportation equipment is in excellent operating condition.
32. Perform disaster duty as needed (hurricanes, earthquakes, blizzards, etc.)

Other

33. Attend and make presentations at conferences and school board meetings to discuss innovations and problems in transportation.
34. Attend professional growth activities to keep abreast of innovative techniques in transportation.
35. Maintain good rapport with parents and community.

Supervisory Responsibilities:

Supervise and evaluate performance of shop foreman, dispatcher, parts manger, bus drivers, bus monitors, and transportation secretary.

Working Conditions:

Mental Demands/Physical Demands/Environmental Factors:

Frequent district wide travel; frequent prolonged and irregular hours; ability to conduct on-site inspections of all vehicle repair and maintenance operations.

The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Approved by _____

Date _____

Reviewed by _____

Date _____