

MEMORANDUM OF UNDERSTANDING

WHEREAS, the Miami Trace Local School District Board of Education (the “Board”) and the Miami Trace Non-Certified Employees Association (the “Association”) are Parties to a collective bargaining agreement (“Agreement”) effective July 1, 2023 through June 30, 2025; and

WHEREAS, the Parties recognize an ongoing need for school bus drivers and desire expanded options for recruiting and training individuals to drive school buses in the District;

WHEREAS, the Board wishes to establish a probationary program to hire individuals as “bus drivers in training” to recruit and provide unlicensed individuals an opportunity to receive necessary training and obtain licensure that would permit them to drive a school bus, if they are successful in the program;

NOW, THEREFORE, the Parties agree as follows:

1. The Board shall establish a “bus driver in training” program that will serve to employ and train individuals to move on to Board employment as bus drivers, if successful.
2. Those individuals employed in the “bus driver in training” program shall not be members of the Association or entitled to the rights and benefits for members that are set forth in the Agreement.
3. Relevant aspects of the “bus driver in training” program shall be the following:
 - a. Employees in the program shall be paid an hourly rate that is \$1.25 less than the bus driver step 0 rate of pay.
 - b. Employees in the program are expected to obtain a Class B CDL with passenger and school bus endorsement within a 90-day probationary period. The probationary period may be renewed or extended at the discretion of the Superintendent or designee.
 - c. Employees may be terminated at any time during the probationary period, for any reason and without cause.
 - d. Employees who successfully complete the probationary period may be hired as a bus driver by the Board, but are not guaranteed employment. In such cases of an employee being hired, the employee will be placed at the appropriate step as determined by the transportation supervisor and approved by the Superintendent.
 - e. The Board will pay the cost of CDL training for employees in the “bus driver in training” program which will be waived and not chargeable to the employee so long as the employee remains employed by the Board for at least one calendar year following receipt of their CDL license.

4. Employees in the "bus driver in training" program will be expected to perform some or all of the following job functions:
- a. Attend and actively engage in all training sessions, including classroom instruction and practical driving sessions.
 - b. Learn and adhere to state and local traffic laws and regulations related to school bus operation.
 - c. Complete assigned coursework and assessments to demonstrate understanding of safety protocols and procedures.
 - d. Undergo on-the-road training with a certified instructor to develop safe and efficient driving skills.
 - e. Practice pre-trip and post-trip vehicle inspections to ensure the bus is in proper working condition.
 - f. Gain experience in various traffic and weather conditions to build confidence and competence.
 - g. Learn basic maintenance tasks and perform routine checks on the school bus to ensure it remains in optimal condition.
 - h. Understand and follow all safety protocols, emergency procedures, and evacuation plans.
 - i. Observe routes with experienced drivers and students on board and assist in the management of student behaviors.
 - j. Assist in the maintenance and upkeep of buses and transportation facilities.
 - k. Perform other specific job-related duties as directed by the transportation supervisor.
5. The Parties hereby waive any grievances or unfair labor practice charges complaining of the facts and events that gave rise to this MOU or the agreements herein and agree that this MOU does not establish past practice or precedent.
6. This MOU shall apply through the entire term of the current collective bargaining agreement.

SO AGREED:

Miami Trace Board of Education:


David Miller, Board President

12/11/2023
Date

MTNCEA:


India Smith, MTNCEA President

12/14/2023
Date