

CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM
CLARKSVILLE, TENNESSEE
JOB DESCRIPTION

Job Title: Textbook/Warehouse Distribution
Associate/Bus Driver

Department: Operations

Grade G
H.P.D. 8
D.P.Y. 260

Job Description

Date Reviewed: August 2021

Reports To: Textbook/Warehouse
Distribution Manager &
Student Transportation Manager

Purpose of Job

The purpose of this job is to perform all tasks necessary to process and distribute textbook orders, teachers' ancillary materials, and warehouse items. Duties and responsibilities include receiving, and processing inventory completing orders and disbursement to schools county-wide. Other duties and responsibilities include safe operation and general maintenance of utility vehicles, transportation of items from central location to schools, loading/unloading supplies, and maintaining docks and storerooms. When driving a school bus, duties and responsibilities include safely transporting children (K-12th Grade) to and from school and other school related activities. Manage and discipline students, maintain a safe and clean bus, monitor vehicle performance and turn vehicle in for repair as needed.

Essential Duties and Responsibilities

The following duties are normal for this job. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

Receives, verifies, and documents incoming textbooks, warehouse items, and other goods for stock or delivery.

Safely transports textbook orders and warehouse orders to schools and other locations within the county and documents accuracy of orders delivered.

Manually loads, unloads, and delivers furniture and equipment to school locations from Central Office and from school to school on a regular basis.

Delivers high-value, delicate cargo (computers/laptops) throughout the school system, moves recyclable items to the local recycle facilities that provide a return of funds.

Operates light utility equipment and other equipment such as tow motor/forklift, pallet jack, and stacker truck ensuring safety procedures are followed.

Performs daily pre-operation inspection on light utility equipment, forklift, and trucks as required. Submits safety sheet to Textbook/Warehouse Distribution Manager or Assistant Textbook/Warehouse Distribution Manager.

Delivers supplies to all schools, locations and offices within school system; provides courier service.

Picks up bio-hazardous and unusable materials and transports to waste disposal site; submits bio-hazard invoice to Textbook/Warehouse Distribution Manager.

Returns vehicle to motor pool; pulls preventative maintenance on vehicle, ensuring all needed repairs are done; maintains a clean vehicle.

Cross-trains with Textbook Processing Associates in order to assist during periods of high volume or during the absence of other personnel. Cross-trains with Warehouse Associate in order to assist during periods of high volume or during the absence of other personnel delivering Central Office mail. Cross-trains with Courier position going to every school location taking the inter-departmental/school mail to each outlying location during the absence of other personnel.

May be required to substitute as a school bus driver on a twice-daily basis according to the needs of the Warehouse and Student Transportation Departments. The following includes the normal duties for the School Bus Driver:

Performs pre-trip inspection according to state standards before starting routes to ensure that school bus is safe to transport students. Checks all communication equipment to ensure operating properly. Completes Inspection Form prior to going off duty.

Must check interior of school bus after each school run for seat damage, items left behind and sleeping children. Secure bus after each AM and PM run by raising windows, draining air tanks, checking for children, etc. Prepares vehicle maintenance report for mechanical problems; turn bus into bus shop or repairs when mechanical problems arise.

Safely transport children to and from according to assigned bus route. Monitor students warning lights at all stops for proper working order. Continuously scan all mirrors before loading and unloading students at school and along roadways. Continuously scan all engine/equipment gauges to ensure safe operation of vehicle.

Maintains discipline and safe standards on school bus; instructs children on regulations such as remaining seated at all times, no hanging out of window, etc.; prepares discipline reports as needed. Approves and checks all bus stops on route for safe loading/unloading of schoolchildren. Instruct students on loading, unloading and emergency evacuation procedures.

Attend mandatory State Certification training annually for school bus drivers.

Must teach/instruct passengers on emergency evacuation procedures. Must prepare and maintain an up to date seating chart. Must prepare and maintain an emergency data card on all students assigned to the bus. Must prepare student injury report for on-board injuries. Must prepare statement if involved in an accident with school bus.

Must report to supervisor if becomes insulin dependent or operator's license is revoked or suspended.

Must have in possession when operating a school bus: Proper license, DOT Certificate, vehicle registration, Pre-Trip inspection sheet, and vehicle insurance information.

Additional Job Functions

Performs other duties as required.

Minimum Training and Experience Required to Perform Essential Job Functions

High School Diploma or equivalent required. One year of warehouse, inventory control or general office experience is required. Six to twelve months of utility equipment operations is preferred. Must possess a valid Tennessee Commercial Driver's License Class A or B with P and S endorsement. Must be at least 25 years of age. Must pass a DOT physical and have five (5) consecutive years of unrestricted driving experience prior to the date of this application.

(ADA) MINIMUM QUALIFICATIONS OR STANDARDS REQUIRED TO PERFORM ESSENTIAL JOB FUNCTIONS

PHYSICAL REQUIREMENTS: Must be physically able to operate a variety of trucks, a school bus, mechanics tools, and office and warehouse equipment such as pallet jack, tow motor/forklift, computer, telephone, etc. Must be able to use body members to work, move or carry objects or materials. Must be able to exert over one hundred pounds of force occasionally, and/or up to fifty pounds frequently. Physical demand requirements are at levels of those for frequent, medium to heavy work. Must be able to lift and/or carry weight of over one hundred pounds.

DATA CONCEPTION: Requires the ability to compare and or judge the readily observable functional, technical, structural, or compositional characteristics (whether similar or divergent from obvious standards: of data, people, or things).

INTERPERSONAL COMMUNICATION: Requires the ability of speaking and/or signaling people to convey or exchange information. Includes giving assignments and/or directions to co- workers or assistants.

LANGUAGE ABILITY: Requires the ability to read a variety of informational documentation, directions, instructions, and methods and procedures related to the job of Textbook/Warehouse Distribution Associate/Bus Driver. Requires the ability to write reports with proper format, punctuation, spelling and grammar, using all parts of speech. Requires the ability to speak with and before others with poise, voice control, and confidence using correct English and a well-modulated voice.

INTELLIGENCE: Requires the ability to learn and understand basic principles and techniques; to make independent judgments in absence of supervision; to acquire knowledge of topics related to the job of Textbook/Warehouse Distribution Associate/Bus Driver.

VERBAL APTITUDE: Requires the ability to record and deliver information to supervisors and elected officials; to explain procedures and policies; and to follow verbal and written instructions, guidelines and objectives.

NUMERICAL APTITUDE: Requires the ability to utilize mathematical formulas; add and subtract totals; multiply and divide; determine percentages; and determine time and weight.

FORM/SPATIAL APTITUDE: Requires the ability to inspect items for proper length, width, and shape, visually with office equipment and with a school bus.

MOTOR COORDINATION: Requires the ability to coordinate hands and eyes in using automated office equipment and drive a school bus.

MANUAL DEXTERITY: Requires the ability to handle a variety of items, office equipment, control knobs, switches, etc. Must have the ability to use one hand for twisting or turning motion while coordinating other hand with different activities. Must have above average levels of eye/hand/foot coordination.

COLOR DISCRIMINATION: Requires the ability to differentiate colors and shades of color.

INTERPERSONAL TEMPERAMENT: Requires the ability to deal with people (i.e. staff, supervisors, general public, and elected officials) beyond giving and receiving instructions such as in interpreting departmental policies and procedures. Must be adaptable to performing under considerable stress when confronted with an emergency related to the job of Textbook/Warehouse Distribution Associate/Bus Driver.

PHYSICAL COMMUNICATION: Requires the ability to talk and/or hear; (talking-expressing or exchanging ideas by means of spoken words), (hearing-perceiving nature of sounds by ear).

ATTENDANCE: A regular and dependable level of attendance is an essential function for this position.

KNOWLEDGE OF JOB

Has general knowledge of the policies, procedures, and activities of the School System, textbook processing and distribution, warehouse and inventory control practices, and transportation practices as they pertain to the performance of duties relating to the job of Textbook/Warehouse Distribution Associate/Bus Driver. Has general knowledge of textbook processing and distribution practices as necessary in the completion of daily responsibilities. Knows how to develop and administer operations and staff plans and objectives for the expedience and effectiveness of specific duties of the department. Knows how to keep abreast of any changes in policy, methods, computer operations, equipment needs, etc. as they pertain to departmental operations and activities. Is able to effectively communicate and interact with supervisors, members of the general public and all other groups involved in the activities of the department. Is able to assemble information and make written reports and documents in a concise, clear and effective manner. Has good organizational, human relations, and technical skills. Is able to use independent judgment and work with little direct supervision when necessary. Has the ability to comprehend, interpret, and apply regulations, procedures, and related information. Has comprehensive knowledge of the terminology, principles, and methods utilized within the department. Specifically, has knowledge of state and locally adopted textbook titles and publishers for all grade levels, ISBN and TBC numbers, teacher resources and ancillary materials (both national and state versions), and the various workbooks associated with each textbook. Has the mathematical ability to handle required calculations. Is knowledgeable and proficient with computers. Has knowledge of barcode and scanning system used by the School System.

The Clarksville-Montgomery County School System is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the school system may provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer. Signatures below indicate the receipt and review of this job description by the employee assigned to the job and the immediate supervisor.

Employee's Signature

Supervisor's Signature

Employee's Munis Number

Date

Date