Manager, Transportation Services

**Department:** Transportation Services  
**Job Code:** 1419  
**FLSA:** ☑ Exempt ☐ Non-Exempt  
**Salary Schedule:** Mgmt 8B  
**Reports To:** Director of Transportation Services  
**Work Days:** 245 Days  
**Board Approved Date:** November 15, 2016  
**Work Hours:** 8.0 hrs/day

**JOB GOAL:** Responsible for planning, organizing, coordinating, and monitoring specific transportation functions with an emphasis on managing key support processes, quality control, safety, training, maintenance, and customer service functions. Helps oversee the department’s budget, payroll, and purchasing functions, supervises staff, and exercises discretion and independent judgment.

**ESSENTIAL DUTIES & RESPONSIBILITIES:**
The following statements of duties and responsibilities are intended to describe the general nature and level of work being performed by individuals assigned to this position. These statements are not intended to be an exhaustive list of all duties and responsibilities required of all personnel within this position.

1. Plan, organize, and coordinate activities of employees responsible for ensuring efficient and safe operations of student transportation, including proper coverage of bus routes.
2. Supervise, evaluate, train, and delegate work to appropriate staff; and make recommendations for employment.
3. Oversee the payroll function for department employees including: time sheets, extra duty assignments, overtime, and other related activities.
4. Receive, record, and respond to inquiries from multiple stakeholders concerning school bus operations and safety issues.
5. Monitor routes and schedules to ensure safety and efficiency and all affected parties are informed of any changes.
6. Coordinate the bidding process for route selection of drivers and assistants.
7. Organize, coordinate, and direct appropriate in-service training programs for department employees, with special emphasis on bus drivers and transportation assistants.
8. Develop and coordinate programs for educating students in appropriate safe conduct procedures while at bus stops and while being transported.
9. Provide staff development opportunities for personnel on transportation requirements to ensure compliance with local, state, and federal rules and regulations.
10. Advise the director in the evaluation of bids for repairs, parts, supplies, and miscellaneous chemicals.
11. Prepare and issue required federal, state, and district reports.
12. Assess transportation assets including vehicles, tools, and equipment to determine the feasibility of repair or replacement.
13. Assist in preparing the annual transportation operating and capital budgets.
14. Prepare specifications for the purchase of new vehicles and other department equipment to ensure safe and efficient transportation operations.
15. Attend training sessions, conferences, and workshops to keep up-to-date on best practices of transportation standards to ensure the department meets current safety standards and requirements.
16. Attend Safe Driver meetings and assist with crash investigations.
17. Perform other duties as required.

**MINIMUM REQUIREMENTS:**
Requirements are representative of minimum levels of knowledge, skills, and/or abilities. To perform this job successfully, the incumbent will possess the abilities or aptitudes to perform each duty successfully. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

**KNOWLEDGE, SKILLS & ABILITIES:**
- Knowledge of and ability to understand and interpret applicable policies, state statutes, and federal laws and guidelines, including Florida Statutes, School Board policy, and union agreements
- General geographic knowledge of the county
- Ability to communicate effectively with a variety of audiences, orally and in writing, including electronic media
- Ability to organize, prioritize, manage and carry out duties efficiently and within established timeframes

**EDUCATION, TRAINING & EXPERIENCE:**
- Bachelor’s Degree from an accredited institution
- Three years of progressively responsible experience in school/public transportation

OR

DISTRICT SCHOOL BOARD OF PASCO COUNTY
JOB DESCRIPTION

Manager, Transportation Services

Revised: DATE(s)

District School Board of Pasco County
Created: November 15, 2016

Page 1
CERTIFICATES, LICENSES, & REGISTRATIONS:
- Appropriate Driver’s License

PREFERRED QUALIFICATIONS:
- Certification in Educational Leadership
- Experience in public school administration, public school district administration, or leadership of other large, diverse organizations
- Five years of related supervisory experience

SUPERVISORY RESPONSIBILITY:
- Direct supervision of assigned personnel. Responsibilities include planning assigning, and directing work; addressing complaints and resolving problems; training employees; evaluating performance; and interviewing, testing, hiring, and assignment of personnel

PHYSICAL REQUIREMENTS (Describes physical conditions of this position):

- Sedentary Work: Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently to lift, carry, push, pull or move objects. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.

- Light Work: Exerting up to 20 pounds of force occasionally and/or up to 10 pounds of force frequently. If the use of arm and/or leg controls require exertion of forces greater than that for sedentary work and the worker sits most of the time, the job is rated as Light Work.

- Medium Work: Exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently and/or up to 10 pounds of force constantly to move objects.

- Heavy Work: Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.

- Very Heavy Work: Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.

PHYSICAL ACTIVITY:
(Physical activities of the job are listed below and are with or without accommodations for disabilities for this position. Frequency of each applicable activity is noted according to the following: R = Regularly; F = Frequently; O = Occasionally, S = Seldom)

- R Sitting: Resting with the body supported by the buttocks or thighs.
- R Standing: Assuming an upright position on the feet particularly for sustained periods of time.
- R Walking: Moving about on foot to accomplish tasks, particularly for long distances.
- F Climbing: Ascending or descending ladders, stairs, scaffolding, ramps, poles, etc. using feet and legs and/or hands and arms.
- F Balancing: Maintaining body equilibrium to prevent falling when walking, standing or crouching on narrow, slippery or erratically moving surfaces.
- O Bending: Lowering the body forward from the waist.
- O Stooping: Bending body downward and forward by bending spine at the waist through the use of the lower extremities and back muscles.
- O Kneeling: Bending legs at knee to come to a rest on knee or knees.
- O Crouching: Bending the body downward and forward by bending leg and spine.
- S Crawling: Moving about on hands and knees or hands and feet.
- O Twisting: Moving body from the waist using a turning motion.
- F Reaching: Extending hand(s) and arm(s) in any direction.
- F Pushing: Using upper extremities to press against something with steady force in order to thrust forward, downward or outward.
### DISTRICT SCHOOL BOARD OF PASCO COUNTY

#### JOB DESCRIPTION

<table>
<thead>
<tr>
<th>F</th>
<th>Pulling</th>
<th>Using upper extremities to drag, haul or tug objects in a sustained motion</th>
</tr>
</thead>
<tbody>
<tr>
<td>F</td>
<td>Lifting</td>
<td>Raising objects from a lower to a higher position or moving objects horizontally from position- to-position through the use of the upper extremities and back muscles</td>
</tr>
<tr>
<td>F</td>
<td>Finger Dexterity</td>
<td>Picking, pinching, typing or otherwise working primarily with fingers rather than with the whole hand or arm.</td>
</tr>
<tr>
<td>F</td>
<td>Grasping</td>
<td>Applying pressure to an object with the fingers and palm.</td>
</tr>
<tr>
<td>F</td>
<td>Feeling</td>
<td>Perceiving attributes of objects, such as size, shape, temperature or texture by touching with skin, particularly that of fingertips</td>
</tr>
<tr>
<td>R</td>
<td>Repetitive Motions</td>
<td>Substantial and continuous movements of the wrists, hands, and/or fingers.</td>
</tr>
<tr>
<td>R</td>
<td>Talking</td>
<td>Expressing or exchanging ideas by means of the spoken word. Those activities in which detailed or important spoken instructions must be conveyed accurately, loudly or quickly.</td>
</tr>
<tr>
<td>R</td>
<td>Hearing Acuity</td>
<td>The ability of perceive speech and other environmental sounds at normal loudness levels.</td>
</tr>
<tr>
<td>R</td>
<td>Visual Acuity</td>
<td>The power to see at a level which allows reading of numbers and text, operations of equipment inspection of machines, etc.</td>
</tr>
</tbody>
</table>

### WORKING CONDITIONS:

(Conditions the worker will be subject to in this position with or without accommodations for disabilities. Indicate all that apply to the position with an “X”. Please note that there can be more than one condition.)

- [ ] Outdoors  The worker is subject to outside environmental conditions. There is not effective protection from weather conditions such as wind, moisture, sunlight, extreme temperature changes, etc.
- [ ] Indoors  The worker is subject to inside environmental conditions. There is protection from weather conditions but not necessarily from temperature changes.
- [X] Indoors and Outdoors  The worker is subject to both environmental conditions. Activities occur inside and outside.
- [X] Cold  The worker is subject to extreme cold. Temperatures are below 32 degrees for periods of more than one hour.
- [X] Heat  The worker is subject to extreme heat. Temperatures are above 100 degrees for periods of more than one hour.
- [X] Noise  The worker is subject to noise. There is sufficient noise to cause the worker to shout in order to be heard above the ambient noise level.
- [X] Vibration  The worker is subject to vibration. There is exposure to oscillating movements of the extremities or whole body.
- [X] Hazards  The worker is subject to hazards. This includes a variety of physical conditions, such as proximity to moving mechanical parts, electrical current, working on scaffolding and high places and exposure to high heat or chemicals.
- [X] Atmospheric Conditions  The worker is subject to atmospheric conditions. One or more of the following conditions affect the respiratory systems or the skin: fumes, odors, mists, gases or poor ventilation.
- [ ] Oils  The worker is subject to oils. There is air and/or skin exposure to oils and other cutting fluids.
- [ ] Respirator  The worker is required to wear a respirator.
- [ ] None  The worker is not substantially exposed to adverse environmental conditions (such as in typical office or administrative work).
- [ ] Other

### MACHINES, TOOLS, EQUIPMENT:

(Machines, tools, equipment, electronic devices, vehicles, etc, used in this position.)

General office equipment, including personal computers, fax machines, copiers, telephones, etc.

*Pasco County School District will provide reasonable accommodations to qualified individuals with disabilities to allow them to perform the essential functions of the job when such individuals request an accommodation.*