Loudoun County Public Schools

HUMAN RESOURCES AND TALENT DEVELOPMENT
JOB CLASS SPECIFICATION

Certified: 3/1/2024

Team Leader

Pay Scale: B
Level: 9
FLSA Status: Non-Exempt
Job Family: Transportation
Primary Location: Transportation

Department Overview
The Department of Support Services supports the learning environment by providing high-quality, safe, comfortable, well-maintained educational facilities and grounds, and safe student transportation. Providing timely, responsive, effective, and professional support to our students, teachers, staff, and community is our department's goal and one of our core values. The department includes the following teams: Construction Services, Facilities Services, Management and Coordination, Planning Services, and Transportation.

Job Overview
The Team Leader of Transportation works in the Transportation Training Division. The Team Leader works with other training personnel, interacts with the Department of Human Resources to recruit, hire, and train school bus drivers and attendants. The Team Leader is responsible for accessing the LCPS applicant database, contacting applicants by telephone and e-mail to update incomplete applications and submitting additional paperwork as needed. The Team Leader is also responsible for reviewing applications and driving records, scheduling and conducting interviews, and assisting with other functions of the Transportation Training Division.

Roles and Responsibilities
The following information is intended to describe the overall nature and scope of the work being performed. This is not a comprehensive listing of all responsibilities or tasks; work may differ and other work may be assigned when deemed appropriate.

- Performs queries for School Bus Driver and School Bus Attendant applicants
- Schedules, and participates in the interviews of applicants
- Reviews all applications and DMV records of candidates to ensure all necessary documents are received; follows up with candidates for incomplete documents
- Coordinates with the department of Human Resources and Talent Development to onboard personnel.
- Uploads training documentation to server, and files them electronically
- Coordinates preparation for in-service safety meetings and assists in the preparation of training materials.
- Performs field and ride-along observations as needed
- Conducts training classes as required, assists the driver instructors when needed, allowing maximum training functions

Qualifications
Below are the minimum qualifications for this job. Equivalent combinations of education and experience are also acceptable.

Education
High School Diploma or GED

Experience

Licenses and Certifications
Hold a commercial driver's license with school bus and passenger endorsement for a minimum of 2 years preferred

In the state of Virginia (VA Code Section 46.2-341.4), and specifically when referencing the commercial driver's license (CDL), an "employee" is defined as:

a payroll employee
a person employed under a lease or contract or, a person who has applied for employment and whose employment is contingent upon obtaining a CDL

Hold a certification as a VA school bus driver trainer and First Aid/CPR instructor preferred

Knowledge, Skills and Abilities

- Ability to work effectively with students, teachers, bus drivers, bus attendants, parents, and citizens
- Ability to communicate effectively orally and in writing, follow oral and written instructions, and use forms of communication successfully while screening and interviewing candidates and throughout the onboarding of new hires
- Knowledge of office procedures and ability to use general office software with proficiency in Microsoft
- Excellent organizational skills
- Ability to complete the DOT mandated Drug and Alcohol Suspicion Training for Supervisors within the first 90 days of employment

Physical Requirements
The following provides a brief description of physical requirements for this job:

While performing the duties of this job, the employee is regularly talking, expressing or exchanging ideas by means of the spoken word. The employee must convey detailed or important spoken instructions to other workers accurately, loudly, or quickly. The employee must possess normal cognitive abilities including the ability to learn, recall and apply certain practices and policies. Frequently sitting and/or remaining in a stationary position for long periods of time. Exerting up to 25 pounds of force occasionally and/or negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects.

Equal Opportunity Employment
The Loudoun County School Board seeks to cultivate a high performing team of professionals focused on its mission and goals. The School Board values merit and excellence within its workforce and encourages the highest levels of professionalism for all its employees.

The School Board also recognizes and values the diversity of the students and broader community it serves and encourages diversity within its workforce.

The Loudoun County School Board is an Equal Opportunity Employer. The School Board does not discriminate against qualified applicants or employees on the basis of actual or perceived race, national origin, ancestry, color, sex, sexual orientation, gender identity, pregnancy, childbirth or related medical conditions, marital status, age, religion, disability, genetic information, veteran status or any basis protected by law.

ADA Accommodations Disclosure
Under the Americans with Disabilities Act (ADA), Loudoun County Public Schools is required to provide reasonable accommodations to qualified employees with disabilities, unless doing so would pose an undue hardship. Qualified employees are those who hold the necessary education, skills, and experience for the job; and who can perform its essential responsibilities, with or without an accommodation.

Remote Work Disclosure
The following guidelines apply to jobs and positions where employees have been identified as having the potential to work remotely. Remote work is defined as completing one's duties and responsibilities at a site other than one's assigned duty location. In order to be eligible for remote work privileges, an employee must have demonstrated consistent, positive performance and have the support and approval of their direct supervisor. In addition, these employees must have reliable high-speed internet and a designated workspace that allows them privacy while completing sensitive and confidential work. Employees who are non-exempt and are working remotely will work their regular scheduled hours and gain prior approval from their supervisor if they work more than 8 hours a day or more than 40 hours in a workweek. Remote work privileges can be amended, changed, or revoked based upon the performance of the employee, as well as the needs of Loudoun County Public Schools.

Essential Personnel Disclosure
Employees who perform the responsibilities of this job are considered essential personnel. Essential personnel are designated employees who must report for work during a delay or emergency situations. A workplace emergency is an unforeseen situation that threatens the staff, pupils, or the public; disrupts or shuts down business operations; or causes physical or environmental damage. Emergencies may be natural or manmade. It is incumbent upon the supervisor to inform and confirm which essential personnel are required to work during emergency closings. Notification and confirmation of the expectation of essential personnel to report to work, or maintain as-needed status, will be executed with as much advanced notice as possible via in-person communication or email.