



507 1<sup>st</sup> Ave. N  
Escanaba, MI 49829  
(906) 786-7080 – Phone  
(906) 789-9423 – Fax

The Community Action Agency Early Childhood Program is currently accepting applications for the following position:

Part-time (32 hours) **Bus Driver** in Escanaba.

Candidates must have a high school diploma/GED and a valid CDL P/S license with 4 active points or less. Willing to train a motivated applicant with a cleared driving record.

Entry wage is \$15.29 – \$16.60 depending on experience. *This position is eligible for a \$1,000 hiring bonus!*

Benefits include paid sick and vacation time, 403(b) retirement plan and access to our Employee Assistance Program.

Please submit a completed application to MDSCAA ECP, Attention: Sharon Reisner, 111 N 5<sup>th</sup> St., Escanaba, MI 49829 **OR** send an email to [hr@mdscaa.org](mailto:hr@mdscaa.org).

**MENOMINEE-DELTA-SCHOOLCRAFT COMMUNITY ACTION AGENCY**  
**Job Description**

<b>Program:</b>	Early Childhood Program	<b>Reports To:</b> Site Supervisor: Teacher, Transportation
<b>Job Title:</b>	Bus Driver	Facilities Manager
<b>Job Location:</b>	As assigned	<b>Supervises:</b> No supervisory duties
<b>Job Classification:</b>	Regular or Seasonal, PT / Hourly, Union Position	

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**QUALIFICATIONS**

- Experience:** School bus driving experience preferred.
- Education:** High school diploma/GED required. Valid CDL P/S license with 4 active points or less. Willing to train a motivated applicant with a cleared driving record.
- Current First Aid/CPR training preferred.
- Other Factors:** A standard 8 hour work day requires the ability to: 1] perform medium work—lifting 50 pounds maximum with frequent lifting and/or carrying of objects weighing up to 40 pounds; 2] stand/walk for 1-4 hours; 3] sit 3-8 hours; 4] drive 3-8 hours; 5] use hands for repetitive simple grasping, fine manipulation, pushing and pulling; 6] use feet for repetitive movement as in operation of foot controls (driving); and 7] frequently bend, squat, climb and twist body.
- Ability to work effectively with children, parents, and staff and have a genuine interest in providing a safe, positive transportation experience for young children.
- Must abide by state requirements for MI Child Care Licensing to include health requirements, and comprehensive background checks in the form of fingerprints.
- Capable of effectively handling emergency situations.

The qualifications listed above are guidelines for selection purposes; alternative qualifications may be substituted if sufficient to perform the duties.

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**MISSION STATEMENT**

To prepare young children, prenatal to age five, for school readiness through high quality early education services and family engagement.

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**ESSENTIAL FUNCTIONS**

1. Become familiar with and adhere to all relevant Head Start Performance Standards, State of Michigan Day Care Licensing regulations, and Federal and State transportation laws.
2. Is knowledgeable of and appropriately applies relevant program policies in work with children, families, and staff.
3. Abide by all Department of Transportation and agency alcohol/drug policies to include participation in the random testing pool.
4. Report all safety concerns and maintenance needs on the vehicle in a timely manner. Repairs require administrative approval.
5. Assess weather and road conditions and notify site supervisor of unsafe conditions.
6. Provide appropriate emergency assistance to passengers, as needed, i.e. CPR/First Aid, lift and carry children as necessary, etc.
7. Keep up-to-date emergency card files for the children being transported.
8. Establish routes within appropriate time frame and abide by them.
9. Maintain effective communication with the site supervisor and the Transportation Manager.
10. Report any accident, ticket or warning from law enforcement within 24 hours to the Transportation Manager.
11. Participate in training bus monitor(s).
12. Maintain an accurate daily log of pick-ups/drop offs and mileage.
13. Maintain a personal driving record with no more than 4 active points yearly as determined by the Department of State.
14. Keep the vehicle clean.
15. Demonstrate respect for others by sharing information objectively and non-judgmentally and adjust verbal and written communication strategies for different audiences.

16. Maintain staff and family confidentiality by limiting conversations about them and access to their records to those directly involved in providing services to them and by ensuring that confidentiality policies are followed across the program. Develops and maintains responsive and positive relationships with children, families, and other staff.
17. Promote a collaborative, productive working environment by following established communication protocols, clearly articulating expectations, outcomes, and timelines, and using conflict resolution and negotiation skills when needed.
18. Development and implementation of ongoing professional development goals as approved and/or assigned.
19. Develop and maintain competency in the use of a variety of technology systems as directed by supervisor.
20. Complete all documentation and reporting requirements in an accurate and timely manner.
21. Support the program's efforts to generate Non Federal Share.
22. Attend and participate in all required training sessions.
23. Maintain regular and punctual work attendance.
24. Abide by all MDS Community Action Agency/Early Childhood Program Personnel policies.
25. Constant and active supervision is maintained when staff member is working with children, in any capacity.
26. The health and safety of children in the care of the program is a priority for staff in any capacity.
27. Identify as a mandated reporter and follow all mandatory child abuse/neglect reporting procedures set forth by the program.
28. Participate in recruitment efforts as assigned or needed.

The above statements are intended to describe the general nature and level of work being performed by a person in this position. They are not to be construed as an exhaustive list of all duties that may be performed by such a person. Nothing in this job description restricts Management's rights to assign or reassign duties and responsibilities to this job at any time.