

**JEFFERSON COUNTY DEPARTMENT OF HUMAN RESOURCES**  
**County Office Building - 175 Arsenal Street**  
**Watertown, NY 13601**  
**[www.jeffersoncountyny.gov](http://www.jeffersoncountyny.gov)**

Valerie M. Nugent  
Director of Human Resources

**\*A NON-REFUNDABLE APPLICATION FEE OF \$15 MUST ACCOMPANY YOUR APPLICATION**  
**PLEASE COMPLETE APPLICATION IN ITS' ENTIRETY - DO NOT SEND RESUME.**

**OPEN COMPETITIVE EXAMINATION**  
**FOR**  
**NO. 60026-460 HEAD BUS DRIVER**

**VACANCIES:** At present, one vacancy exists in the Alexandria Central School District

**A promotion examination is being held in conjunction with this examination. The list resulting from the promotion examination may be used before the list established from the open-competitive examination. Candidates appearing on the promotion list will not appear on the open-competitive list.**

**SALARY:** \$50,000 – \$63,000/YR.

**CANDIDATES MUST HAVE BEEN LEGAL RESIDENTS OF JEFFERSON COUNTY OR CONTIGUOUS COUNTIES (Lewis, St. Lawrence, Oswego) FOR AT LEAST ONE MONTH IMMEDIATELY PRECEDING THE DATE OF THE WRITTEN TEST.** Preference in appointment may be given to candidates who have been legal residents of the appointing jurisdiction for at least one month prior to the date of certification of eligibles to the appointing authority and must be a resident of such jurisdiction at time of appointment.

**LAST FILING DATE:** September 26, 2025

**EXAMINATION DATE:** November 15, 2025

Disabled Persons and Persons needing Religious Accommodation: If special arrangements for testing are required, indicate this on your application form.

**MINIMUM QUALIFICATIONS:** Candidates must meet the following requirements on or before the date of the written test:

Four years of experience operating a school bus or related automotive equipment.

**SPECIAL REQUIREMENT FOR ACCEPTANCE OF APPLICATIONS:**

**Possession of the Class 19-A certificates and School Bus Driver Instructor Examiner certificate at time of appointment.**

**Please complete the driver's license portion on the application form in full as possession of appropriate level New York State driver's license is required at time of appointment.**

**NOTE:** Finger printing may be required for this position. Any fee will be paid by the applicant.

**EXAMPLES OF WORK:** (illustrative only)

Prepares bus routes and schedules;  
Trains new drivers and assigns them to individual routes and to special field trips;  
Calls and assigns substitute drivers;  
Maintains the records for payroll purposes;  
Maintains trip records and prepares transportation reports including accident reports;  
Checks the operation and cleanliness of the buses;  
Handles complaints regarding transportation;  
Assists in preparing transportation budget estimates and recommendations;  
Supervises the work of mechanics and helpers in maintaining automotive equipment;  
Outlines assignments to mechanics and inspects work upon completion;  
Maintains an inventory of parts, supplies, and equipment;  
Prepares a variety of related records and reports.

**SCOPE OF EXAMINATION:** Written test will cover knowledge, skills, and/or abilities in such areas as:

**Following directions (maps)**

These questions test your ability to follow physical/geographic directions using street maps or building maps. You will have to read and understand a set of directions and then use them on a simple map.

**Bus driving practices, techniques and traffic laws**

These questions test for knowledge of the principles and practices involved in the proper and safe operation of passenger buses; and the rules and regulations of the New York State Motor Vehicle and Traffic Law governing passenger bus operation, highway safety, and rules of the road.

**Bus driver recordkeeping and scheduling**

A test that requires candidates to work with simple records using general record-book or card-type formats. Questions are based on given records, which usually must be completed by the candidate before the questions can be answered. In order to answer all questions in this subtest correctly, the candidate generally must:

a. Follow written directions to understand the purpose and use of the record, and to understand the question; b. Make correct entries in appropriate sections of the record; c. Identify which entries are required to answer the question.

A knowledge of bookkeeping, account keeping, or other technical information or technology is not necessary to answer these questions. A knowledge of simple arithmetic functions may be required.

**Maintenance and repair of motor vehicles, including tools and test equipment**

These questions test for knowledge of the operating characteristics of the various mechanical and electrical components of motor vehicles; diagnostic procedures involved in the maintenance and repair of these components; correct procedures to use when checking, maintaining, and repairing automotive equipment; and proper and safe use of the various tools and test instruments involved in motor vehicle repair work.

**Supervision**

These questions test for knowledge of the principles and practices employed in planning, organizing, and controlling the activities of a work unit toward predetermined objectives. The concepts covered, usually in a situational question format, include such topics as assigning and reviewing work; evaluating performance; maintaining work standards; motivating and developing subordinates; implementing procedural change; increasing efficiency; and dealing with problems of absenteeism, morale, and discipline.

**Test guide:**

The New York State Department of Civil Service has not prepared a test guide for this examination. However, candidates may find information in the publication 'General Guide to Written Tests' helpful in preparing for this test. This publication is available on line at: <https://www.cs.ny.gov/testing/testguides.cfm>.

This examination is being prepared and rated by the New York State Department of Civil Service in accordance with Section 23-2 of the Civil Service Law. The provisions of the New York State Civil Service Rules and Regulations dealing with the rating of examinations will apply to this written test.

JEFFERSON COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER.

NOTE: Candidates are permitted to use quiet, hand-held, solar or battery powered calculators. Devices with typewriter keyboards, Spell Checkers, Personal Digital Assistants, Address Books, Language Translators, Dictionaries, or any similar devices are prohibited. You may not bring books, reference materials, devices, or calculators which provide assistance beyond simple numerical computation.

**MULTIPLE EXAMINATIONS SCHEDULED FOR THE SAME DAY:** With the exception of written tests announced by New York City, if you have applied to take a written test announced by New York State or any local jurisdiction (county, town, city) scheduled to be held on the same test date as this written test, you must indicate all pertinent examination (exam number, title, and location/jurisdiction) information on a separate piece of paper and submit it with your application.

CANDIDATES WILL BE NOTIFIED OF THE PLACE OF THE EXAMINATION.

\*A **NON-REFUNDABLE** fee of \$15 is required for each separately-numbered examination for which you apply. The required fee must accompany your application. Send check or money order payable to the **Jefferson County Treasurer** and write the examination title(s) and number(s) on your check or money order. **DO NOT SEND CASH.** File only for those examinations for which you are clearly qualified. An exception to the fee requirement will be made only for persons who provide proof that they are unemployed and are primarily responsible for the support of the household; or who are receiving Medicaid, Supplemental Security Income (SSI) payments, or Public Assistance (Temporary Assistance for Needy Families/Family Assistance or Safety Net Assistance) or are certified Job Training Partnership Act/Workforce Investment Act eligible through a State or local social service agency. Individuals wishing to claim this waiver of fee must complete an **Application Fee Waiver Request and Certification Form**. This form is available at the Jefferson County Department of Human Resources office. Such claims are subject to later verification and, if not supported by appropriate documentation are grounds for barring appointment.

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