

School Bus Driver Examination and Training

All school bus drivers must be of good moral character; be reliable and dependable; have initiative, self-reliance and leadership; be able to get along with others; have good personal habits; have a good record of integrity and honesty; be free from addiction to narcotics or alcoholic beverages; abstain from using undesirable language and be emotionally stable.

School bus drivers shall have no impairment of use of foot, leg, finger, hand or arm or other structural defect or limitation likely to interfere with safe driving or carrying out other responsibilities of a school bus driver. Drivers will be required to demonstrate annually, before beginning to drive for a new school year, the ability to: open and close a manually operated bus entrance door; climb and descend steps with a maximum step height of 17 ½"; operate two hand controls simultaneously and quickly; have a reaction time of 3/4 second or less from the throttle to the brake control; carry or drag a 125 pound person 30 feet in 30 seconds or less; depress a brake pedal with the foot to a pressure of at least 90 pounds; depress a clutch pedal with the foot to a pressure of at least 40 pounds unless operating an automatic transmission; exit from an emergency door opening of 24 x 48 inches, at least 42 inches from the ground, in ten seconds or less.

Selection

School bus driver selection will be based on: positive reports from applicant's references, a clean motor vehicles driving report from the Department of Motor Vehicles, a criminal records check, passing the required physical exam, meeting other physical requirements as deemed appropriate by the district, satisfactory completion of an interview conducted by appropriate district personnel, passage of required tests for licensing and passage of a district conducted or approved driver-training program.

NOTE: The district shall compensate selected applicants and current drivers for certain costs associated with initial or renewal bus driver licensing and training in accordance with provisions of the negotiated agreement.

No school bus driver shall be placed on a route or in any vehicle transporting students who does not meet the qualifications of the Oregon Department of Education to include the Oregon Motor Vehicle's Commercial Drivers License, an acceptable driving record and qualifications listed in district policies or the written regulations listed by the administrator responsible for transportation department.

In emergencies, only qualified, trained and duly licensed substitute bus drivers or drivers who are on the Oregon Department of Education emergency driver's list will be used.

All school bus drivers are required to inform the district within 15 days of any change in their driving or criminal records that could affect their eligibility to maintain the necessary Oregon Department of Education approval for licensing. This includes medical reasons, convictions for moving violations, driving under the influence, involvement in a chargeable accident in own personal vehicle or any change in licensing ability.

All bus drivers shall receive training in accordance with state law and/or administrative rules. Training includes, but is not necessarily limited to, a knowledge of: (1) state and local motor vehicle regulations, traffic laws and ordinances; (2) state, county and local rules and regulations governing student transportation; (3) traffic signs, signals and road markings; and (4) driving techniques, including those pertaining to defensive driving plus a knowledge of how vehicle weight and inertia affect vehicle control under different types of road conditions.

All bus drivers must demonstrate satisfactory driving proficiency through behind-the-wheel driver training.

Persons interested in school bus driving positions must complete a district application for employment form, including a state driving and criminal records check form. The district will provide interested persons with detailed instructions covering requirements for obtaining a valid Oregon school bus driver's license.

As a condition of employment, school bus drivers shall be required to take a pre-employment drug test in accordance with the requirements of the Omnibus Transportation Employee Testing Act of 1991. The district shall pay for the drug testing. Drug testing shall be done by a laboratory certified by the Department of Health and Human Services (DHHS).

END OF POLICY

Legal Reference(s):

[ORS 659.840](#) HB 2268 (2007)

[ORS 659A.300](#)

[ORS 659A.306](#)

ORS Chapters [801](#), [802](#), [807](#), [809](#), [811](#),

[813](#)

[ORS 820.110](#)

[OAR 581-053-0006](#)

[OAR 581-053-0015](#)

Omnibus Transportation Employee Testing Act of 1991, 49 U.S.C. §§ 31301-31317; 49 C.F.R. Parts 40, 382, 391-395 (2006).