

SCHOOL BUS DRIVER HIRING PROCESS

Per State and Federal regulations, applicants for a CDL (Commercial Driver's License) to drive a school bus undergo a stringent background check, a check of the state's child abuse registry, and a drug test to ensure the safety of all school children. Random drug/alcohol testing continues throughout their employment as a school bus driver.

Pre-Employment Requirements

- Pre-Employment drug screen. A zero tolerance policy is in effect. No person testing positive will be allowed to drive a school bus.
- Pre-Employment DOT physical. Regulated by the US DOT (Department of Transportation) and FMCSA (Federal Motor Carrier Safety Administration).
- Previous Employment Verification: All known past employers are contacted and references are verified.
- Verification of drug and alcohol history: A request is sent to all past employers requesting verification of drug and alcohol information under FMCSA Part 40.25 and Part 382.405(f) and (h).
- Motor vehicle record review: A copy of the driver's motor vehicle record is obtained through the State of Connecticut DMV.
- Criminal record check: A criminal background check is completed through the State police and the FBI.
- Sex offenders registry check: A check is completed to determine if the applicant is listed on the National Sex Offenders Registry.
- Fingerprint screenings: The State of Connecticut DMV requires all applicants to submit to both Federal and State fingerprinting and a background check by DCF. These are conducted and approved by the State of Connecticut.

Additional Periodic Screenings and Training

During their employment, all school bus drivers are subject to the following:

- Federally mandated drug/alcohol screening programs, to include random, post accident, and probable cause testing
- Annual criminal background checks
- Annual on board check rides by certified instructors
- Monthly mandatory safety and driver training in-service courses
- Proficiency exams by the State of Connecticut DMV

Before the school bus is driven each day, each driver is personally responsible for conducting a physical check of various vehicle systems, e.g., brakes, tires, lights, steering, etc., to ensure that all systems meet requirements for safe and proper operation. Salter's Express Co. and Simsbury Public Schools are committed to providing safe transportation for your children. Please contact us if you have any questions or concerns.