



Driver Selection

School bus drivers hired by the KISD Transportation Department must meet standards developed by Kaufman ISD and state law in the following areas:

MOTOR VEHICLE RECORDS CHECK

A bus driver's driving record must be acceptable according to standards developed by the Department of Public Safety and the Kaufman Independent School District. A pre-employment driver license check is required for school bus drivers in Texas. This check covers the driver's motor vehicle record (accidents, tickets, etc.) for the past three years. Kaufman ISD maintains a procedure that no one may drive a school bus whose driving record shows 10 or more penalty points during the three-year period prior to the current driving year. Drivers who have recently moved to Texas from out of state will be required to furnish a three-year record from the state or states in which they lived for that period of time.

CRIMINAL HISTORY RECORD CHECK

All potential employees are subject to a criminal history record check.

WORK HISTORY/PERSONAL BACKGROUND CHECK

Kaufman ISD will perform both work history and personal background checks during the hiring process. Potential employees must meet standards acceptable to the district.

ANNUAL PHYSICAL EXAMINATION

"It shall be unlawful for any person to be employed to drive a motor vehicle while in use as a school bus for the transportation of pupils who has not undergone a physical examination which reveals physical and mental capabilities to safely operate a school bus." All school bus drivers must complete a Texas Department of Public Safety physical examination each school year.

NOTE: Persons who are disqualified may request special consideration from the State Commissioner of Education. The applicant must present, in writing, "clear and convincing evidence that his or her functions are not impaired in any way which would reduce the applicant's effectiveness as a bus driver or endanger the safety and welfare of the children."

DRUG TESTING

All drivers are required to undergo drug and alcohol testing. The purpose of the screening is an effort to minimize internal corrective actions and possible accidents related to drugs and/or alcohol. Drivers are also subject to random and reasonable suspicion drug testing throughout the duration of their employment.

JOB DESCRIPTION

Kaufman Independent School District is an equal opportunity employer and does not discriminate against persons because of age, race color, creed, religion, disability, gender, ethnic or national origin, or veteran status. KISD prohibits discrimination against individuals with disabilities and will reasonably accommodate applicants with a disability, upon request, and will also ensure reasonable accommodation for employees with a disability. Complaints should be directed to Human Resource.

Additional employment information may be obtained by calling: 972.932.6555

STATE OF TEXAS COMMERCIAL DRIVERS LICENSE

KISD School Bus Drivers must possess a Texas CDL License Class A or B current with Passenger and School Bus endorsements and carry it at all times while working. Drivers must inform their supervisors any time the license expires or is revoked.

SCHOOL BUS DRIVER CERTIFICATION

Successful completion of the school bus driver training course is required of all drivers. School bus drivers shall have in their possession a certificate indicating enrollment in or completion of the 20-hour course. Drivers are responsible for renewing their certification every three years by completing an eight-hour refresher course.

MONTHLY SAFETY TRAINING

The Transportation Department provides monthly safety training for all employees. Topics for this training vary based on department need.