MEMBER REQUESTED

DBBB - PHYSICAL EXAMINATIONS

At the post-offer stage of the employment process, the District may require certain categories of final candidates to submit to a physical, examination or other testing.

Non-Commercial School Drivers

In the case of non-commercial school drivers transporting students or other passengers in a school vehicle for which a commercial driver's license is not required, the District will abide by the physical examination requirements established under N.D.C.C. § 15.1-07-20.

For non-commercial school drivers transporting one to nine students or other passengers, the individual must:

1. Hold a North Dakota driver's license;
2. Be free from communicable diseases;
3. Be in good physical health and have normal use of both hands, both feet, both eyes, and both ears;
4. Be of sound mental health;
5. Pass any drug and alcohol screening tests required by the school board; and
6. Be at least twenty-one years of age, unless the board of a school district determines that an individual not meeting this requirement can safely and adequately perform the required duties.

For non-commercial school drivers transporting ten to fifteen students or other passengers, the individual must:

1. Hold a North Dakota driver's license;
2. Meet the physical and medical requirements established for commercial vehicle drivers as identified below under this policy and federal law;
3. Complete any annual training required by the superintendent of public instruction;
4. Be at least twenty-one years of age, unless the board of a school district determines that an individual not meeting this requirement can safely and adequately perform the required duties; and
5. Complete the national safety council defensive driving course number four workshop within the first year of employment and at least once every five years thereafter.

The Board may request, at any time, that a health care professional designated by the Board examine an individual to determine if the individual meets the physical and

medical requirements for non-commercial school drivers as identified under state law. The health care professional conducting the examination must forward any charges to the individual's insurance carrier for payment. Any remaining examination costs not covered by insurance for an initial examination and recertification examinations will be paid for by the District. Any additional examinations that the individual chooses to undergo (and are not required under state law) are the responsibility of the individual's insurance coverage and/or individual, not the District.

Commercial Vehicle Drivers

In the case of commercial vehicle drivers (driving buses or vehicles designed to transport 16 or more passengers, including the driver), individuals must successfully complete a physical examination in accordance with federal commercial driver's license (CDL) requirements regulated by the Federal Motor Carrier Safety Administration (FMCSA). Physical examination under the Federal Motor Carrier Safety Improvement Act must be completed by a provider listed in the FMCSA's National Registry of Certified Medical Examiners. These examination results will be submitted electronically by the medical examiner directly to the FMCSA, which will send them to the ND Department of Transportation and are valid for up to 24 months. Medical examination every 24 months and continued CDL licensure is required for any school drivers transporting 16 or more individuals.

The District shall comply with the following when requiring commercial bus drivers to undergo physical examinations:

1. Any CDL-required physical examinations conducted outside of the Board's preferred provider must be conducted by a provider on the FMCSA's National Registry of Certified Medical Examiners, and the District will reimburse the remaining cost of the examination only after the applicant's or employee's health insurance is billed and pays its share of the exam.

Applicable for All Drivers and Applicants

All final candidates entering the same job category shall be subject to same physical exam and testing requirements. All information the District obtains as a result of physical exams and testing shall be kept confidential. If the District requires a physical exam or test in compliance with the state or federal law, a final job offer shall be contingent on the results of the exam or test, with the employment decision being made in a nondiscriminatory manner.

End of Hope-Page District Policy DBBB.....**Adopted:**

05/13/2026