

BUS SAFETY PROGRAM

Code **EEAE** Issued **9/19**

The safety and welfare of students is the first consideration in all matters pertaining to transportation. To that end, district transportation staff will comply with district policies as well as with federal and state law. Staff will immediately report to supervisors any violation of safety policies that threatens the safety of a student or staff member.

All vehicles used to transport students will be maintained in such condition as to provide safe and efficient transportation service with minimal delays and disruption of such service due to mechanical or equipment failure.

In addition to the regular state inspections, each school bus will be inspected by the driver regularly to ascertain that it is in safe, clean, and sanitary condition and that all equipment is in good working order.

School Bus Drivers

In order to obtain any one of the South Carolina Department of Education (SCDE)'s school bus driver's certificates, a driver candidate must successfully complete all requirements established by law and the related tests of SCDE and the South Carolina Department of Motor Vehicles (SCDMV).

Physical Exam

Before operating a school bus, a driver candidate will have a physical examination, certified by a medical examiner (i.e., medical physician, osteopathic physician, physician assistant, advanced practice nurse, or chiropractor). The certification will be made on forms provided by the SCDE or the United States Department of Transportation. The bus driver candidate will provide the testing administrator with the certified physical examination before taking the school bus driver physical performance test and the commercial driver's license skills test. The bus driver candidate will provide a copy of the certification to the district.

Bus drivers are expected to have a physical examination every two (2) years as required by state law. The district may require additional physical examinations as necessary.

Driving Record

A driver candidate must not have more than four (4) points against his/her license or driving record, including no more than four (4) points against his/her license or driving record or a license suspension for a moving violation in the previous twelve (12) months.

A driver receiving a license suspension for a moving violation or accumulating more than four (4) points after employment will have his/her certificate suspended and will be placed on probation, suspended without pay, or terminated as deemed appropriate by the superintendent or his/her designee based on the nature and severity of the driving offense(s).

DUI offenses

If a bus driver receives a ticket for DUI, he/she will be suspended without pay and, if convicted of DUI, his/her certificate will be revoked, and the driver will be terminated.

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Alcohol and Drug Testing

All school bus drivers and driver supervisory staff will be tested for alcohol and drug use. The superintendent or his/her designee will implement this program.

The term *drugs*, as used in this policy, refers to controlled substances including, but not limited to, marijuana, cocaine, opioids, amphetamines, and phencyclidine (PCP).

The district prohibits transportation staff from the following:

- the use of drugs, unless a written prescription from a licensed doctor or osteopath is provided along with a written statement from said individual that the substance does not adversely affect the staff member's ability to safely operate a motor vehicle or perform other safety-sensitive functions
- reporting for or remaining on duty when the driver uses any drugs
- the use of alcohol under these conditions:
 - reporting for or remaining on duty while having a blood-alcohol concentration of .02 or greater
 - possessing alcohol while driving
 - using alcohol while driving
 - driving within four (4) hours after using alcohol
 - using alcohol for eight (8) hours following an accident, if the driver is required to take a post-accident alcohol test

Under the testing program, the district will do the following:

- Test transportation staff for drugs before employment. The district will also test transportation staff for alcohol and drugs after certain accidents; any time a supervisor has reasonable suspicion that a driver has violated federal rules; on a random, unannounced basis; and as part of a follow-up or return to duty program.

Procedures for this testing will include an evidential breath-testing device for alcohol testing. Drug testing will require urine specimen collection and testing by a laboratory certified by the United States Department of Health and Human Services.

- Notify the transportation staff orally or in writing that federal regulations require the test before performing an alcohol or drug test.
- Maintain records of district alcohol misuse and drug use prevention programs.
- Prohibit a transportation staff member from working if he/she violates this policy.
- Provide transportation staff with information about drug and alcohol misuse, information concerning testing requirements, and information on how and where staff can get help for substance abuse.
- Provide transportation staff members with a copy of this policy.
- Maintain testing results and records under strict confidentiality.
- Furnish supervisors with at least one (1) hour of training on alcohol misuse and another hour of training on drug misuse to assist them in making appropriate determinations for reasonable suspicion testing.

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The district will pay for all pre-employment drug testing costs. The district will pay for all current transportation staff drug and alcohol testing including reasonable suspicion, random, and post-accident testing.

The district will make all offers of employment or transfer to covered positions with the district contingent upon drug testing results. The district will not hire or transfer an individual who tests positive nor will the district consider individuals who refuse drug testing.

The district will regard current transportation staff members who refuse to comply with testing requirements as testing positive. In accordance with board policy, the district will immediately discipline and may dismiss current transportation staff who fall into this category.

Adopted 2/14/95; Revised 1/16/96, 11/12/02, 8/10/04, 9/8/15, 9/10/19

Legal References:

- A. United States Code of Laws, as amended:
 - 1. Commercial Motor Vehicle Safety Act of 1986, Pub. L. No. 99-570, 100 Stat. 3207.
 - 2. Omnibus Employee Testing Act of 1991, 49 U.S.C.A. Section 31301, *et seq.*
- B. S.C. Code of Laws, 1976, as amended:
 - 1. Section 59-67-160 - Physical examination of school bus driver.
- C. Code of Federal Regulations, as amended:
 - 1. Department of Transportation Regulations, 49 C.F.R. § 40.
 - 2. Federal Motor Carrier Safety Regulations, 49 C.F.R. § 300, *et seq.*
- D. S.C. State Board of Education Regulations:
 - 1. R43-80 - Operation of public student transportation services.