

INDEPENDENT SCHOOL DISTRICT 196
Rosemount-Apple Valley-Eagan Public Schools
Educating our students to reach their full potential

Series Number 403.3.2AR Adopted April 1986 Revised June 2014

Title **Bus Driver Suspension and Retraining Due to Accidents**

1. **Preventable Accidents/Incidents in a District Owned Vehicle** – A preventable accident/incident is physical contact with an object in which the driver in question failed to do everything reasonable to avoid it. Drivers should drive in a manner to prevent accidents, regardless of the other person’s faulty driving or non-observance of traffic regulations. Responsibility for accidents is based on whether or not the accident was preventable and not on who was primarily responsible or at fault.
 - 1.1 **Accidents**
 - 1.1.1 A preventable accident for the purposes of this regulation is one in which there is a total of \$800 or more in damages and the driver failed to do everything reasonable to avoid the accident.
 - 1.1.2 For the first accident, a driver will receive a one-day suspension without pay and must complete two (2) hours of paid retraining upon return to work. A driver who received a citation as a result of the accident will receive an additional one (1) day suspension and the citation will apply to the Transportation Department’s moving violation policy.
 - 1.1.3 For the second accident in a two-year period, a driver will receive a two-day suspension without pay and must complete four (4) hours of paid retraining upon return to work. A driver who receives a citation as a result of the accident will receive an additional one (1) day suspension and the citation will apply to the Transportation Department’s moving violation policy.
 - 1.1.4 Three preventable accidents in a two-year period may result in termination from the Transportation Department.
 - 1.2 **Incidents**
 - 1.2.1 A preventable incident is one in which there is a total of less than \$800 in damages.
 - 1.2.2 Two preventable incidents in a one-year period will result in two hours paid retraining.
 - 1.2.3 A third preventable incident in a one-year period will be treated as a first preventable accident under section 1.1.2.
2. **Non-preventable Accidents/Incidents in a District Owned Vehicle** – A non-preventable accident/incident involves an act beyond the control of the driver involved. Examples might include: weather, road conditions, other motorists, etc.
3. **Accident/Incident Review Committee** – An Accident/Incident Review Committee will be established to render a decision on all accidents and incidents. The purpose of the committee will be to determine if an accident/incident is preventable or non-preventable, gather the facts surrounding the accident/incident and decide cases in a fair and impartial manner.
4. **Appeals Process** – An appeals process has been established for employees who are concerned about a specific action related to a preventable accident/incident. If the concern cannot be resolved using informal means, the employee may appeal their concerns through the appeals process outlined in the following steps:

- 4.1 Student Safety/Conduct Specialist
- 4.2 Accident/Incident Review Committee
- 4.3 Coordinator of Transportation
- 5. **Disqualification of Commercial Driver's License** – Notwithstanding the disciplinary consequences contained in this regulation, a driver may be terminated if the driver is disqualified from driving a commercial motor vehicle as a result of the requirements of state or federal law.