BUS SAFETY PROGRAM

The safety and welfare of students is the first consideration in all matters pertaining to transportation. To that end, all district transportation employees will comply with district policies as well as with federal and state law. They will immediately report to supervisors any violation that threatens the safety of a student. District transportation employees will also participate in annual driver training.

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

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

School Bus Drivers

School bus drivers are required to have a valid South Carolina Department of Education Driver’s Certificate “A”. Certificate “A” provides a full CDL to drive all the district’s vehicles. In order to obtain any one of the South Carolina Department of Education (SCDE)’s school bus driver’s certificates, Certificate “A”, 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 must be made on forms provided by the State Department of Education 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.

Alcohol and Drug Testing
All employees required to have a commercial driver's license (CDL) must be tested for alcohol and drug use. The superintendent or his/her designee will implement this program.

All school bus drivers and driver supervisory staff employees with SCDE Driver Certificates 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 marijuana, cocaine, opiates, amphetamines, and phencyclidine (PCP).

The district prohibits transportation staff employees with SCDE Driver Certificates from the following: all employees subject to CDL requirements 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 employee'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 controlled substances
- reporting for or remaining on duty when the driver uses any drugs or substances that inhibit or impair the operation of any school bus or district owned bus
- the use of alcohol under these conditions:
  - reporting for or remaining on duty while under the influence of alcohol
  - reporting for or remaining on duty while having a blood-alcohol concentration of .02 or greater any measurable blood-alcohol concentration
  - possessing alcohol while driving
  - using alcohol while driving
  - driving within four (4) hours after using alcohol
  - using alcohol for eight (8) 24 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 drivers transportation staff employees with SCDE Driver Certificates for controlled substances before employment.
- Test drivers transportation staff employees with SCDE Driver Certificates for alcohol and controlled substances:

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

- Notify the transportation staff employees with SCDE Driver Certificates 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 driver a transportation staff member employees with SCDE Driver Certificates from working if the driver violates this policy.

- Provide employees transportation staff members employees with SCDE Driver Certificates with information about drug and alcohol misuse, information concerning testing requirements and information on how and where drivers can get help for substance abuse.

- Provide employees transportation staff members employees with SCDE Driver Certificates with a copy of this policy.

- Maintain testing results and records under strict confidentiality.

- Furnish supervisors with at least one hour of training on alcohol misuse and another hour of training on drug misuse.

The district will pay for all pre-employment drug testing costs. The district will pay for all current employee 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 employees refusing to comply with testing requirements as testing positive. In accordance with board policy, the district will immediately discipline and may dismiss current employees who fall into this category.

Adopted 2/26/19
A. Federal Law:

B. S.C. Code, 1976, as amended:
   1. Section 59-67-160 - Physical examination of school bus driver.

C. Federal Regulations:

D. State Board of Education Regulation:
   1. R43-80 - Operation of public pupil transportation services.