

## Dismissing a Bus Driver

Board Policy: P-16  
Adopted: May 10, 1993  
Revised: June 8, 2009

### I. General Policy Statement

In order to safely operate buses, it is necessary to have competent, reliable drivers. Therefore, the Board adopts this policy governing the suspension or dismissal of a driver.

### II. Regulations

- A. The Department of Motor Vehicles shall cancel a bus driver's certificate for any of the following reasons:
  - 1. Certificate issued on the basis of misinformation, false statements, or fraud.
  - 2. Driving privilege suspended, revoked or canceled.
  - 3. Convicted of passing a stopped school bus.
  - 4. Convicted of two moving violations within a twelve month period.
  - 5. Convicted of speeding 15 miles per hour over the posted limit.
- B. The Department of Motor Vehicles shall cancel the bus driver's certificate when any of the following offenses are committed while operating a bus:
  - 1. Failure to stop at a railroad crossing.
  - 2. Speeding.
  - 3. Failure to stop at a stop sign.
  - 4. Conviction of a moving violation which constitutes failure to drive in a reasonable manner.
- C. A person whose certificate has been canceled will not be eligible to apply for recertification for a period of six months from the date of cancellation. Any person so reapplying must be recommended by the Superintendent or a principal and will be required to complete the full training program required of a beginning driver.

- D. A driver may be suspended or recommended for dismissal by the principal, transportation supervisor, or Superintendent for reasons such as but not limited to the following:
1. Fails to maintain a consistent schedule.
  2. Fails to maintain discipline on the bus.
  3. Refuses to cooperate with or carry out orders from the principal or supervisor.
  4. Is guilty of gross misconduct.
  5. Is under the influence of alcohol or other drugs while operating a bus.
  6. Acts or behaves in a manner that endangers passengers.
  7. Tampers with the bus governor.
  8. Abuses a bus (destroying clutches, transmissions, etc.) or uses unapproved driving procedures.
  9. Speeds or uses other unsafe driving practices which are confirmed by the tachograph or witnesses.
  10. Receives a traffic citation from a Law Enforcement Officer.
  11. Alters or adjusts the standard bus equipment which may jeopardize the safety of passengers.
  12. Has an accident caused by driver negligence.
  13. Improper use of cell-phone while operating the bus.
- E. Drivers shall be held liable for any damages which they cause.
- F. Drivers will be informed that buses will be equipped with cameras and that the recordings may be used by administrators as supportive evidence on student and/or driver misconduct. (See also Policy A-28 Cameras on Buses)

**References: G.S. 115C-239, -242, -246, -255**