

NON-INSTRUCTIONAL OPERATIONS

Post Accident Bus Driver Disposition

Any driver who is involved in an accident while employed with the Kennewick School District and found at fault for causing said accident, and/or is cited and found guilty for failure to follow the laws and rules of the road for the State of Washington will be subject to the following actions:

NON-INJURY ACCIDENTS:

First Offense

1. Driver must pay all fines and fees.
2. Three (3) days suspension without pay and two (2) days mandatory "refresher" training to be completed during the period of suspension (without pay) and prior to returning to normal duties.

Second Offense

1. Payment of all fees and fines.
2. Suspension for thirty (30) days without pay and completion of all aspects of State CDL and district driver training during suspension (without pay) and prior to returning to duty.

Third Offense

- **TERMINATION**

NOTE: Any injury accident will be treated as the next offense if driver has record of non-injury accident(s).

INJURY (NON-FATAL) ACCIDENTS:

First Offense

- Same requirements as "Non-Injury Second Offense" plus an additional fifteen (15) days of suspension without pay, [**total of forty-five (45)**]. Training must be completed no sooner than two (2) weeks prior to return to work.

Second Offense

- **TERMINATION**

Policy No. 8125
Bus Driver Accident - Employee Discipline

FATAL ACCIDENT:

- **TERMINATION**

Any driver convicted of the following offenses while driving either a school bus or a personal vehicle will be terminated.

1. DUI/DWI or any open container law or contributing to the delinquency of a minor.
2. Leaving the scene of an accident.

NON-ACCIDENT CITATIONS:

Any driver convicted of two (2) serious traffic violations as described in the Washington State Commercial Drivers' Manual, while driving either a school vehicle or personal vehicle will have their employment reviewed.

These procedures are established not to punish but to retain only professional, quality drivers as employees of the Kennewick School District. The safety of the children of the Kennewick School District is our paramount concern.

Adopted: