

SUSPENSION AND DISMISSAL OF BUS DRIVERS

Background

The performance of a school bus driver may on occasion require consideration of disciplinary measures, for which the following procedures are established.

Procedures

1. In the event that the Transportation Manager determines that the driving performance of a school bus driver or other performance of a school bus driver related to the transportation of students is hazardous or unsatisfactory, the driver shall be suspended pending consideration by the Superintendent and Secretary Treasurer.
 - 1.1 If, after considering the record of the bus driver, the Superintendent and Secretary Treasurer determine that the driving performance of a school bus driver or other performance of a school bus driver related to the transportation of students is hazardous or unsatisfactory the bus driver may be dismissed as per the progressive discipline program.
2. In the event that a bus driver is involved in an accident with the school bus he/she was driving:
 - 2.1 The driver may be suspended, if the Transportation Manager determines that the circumstances so warrant, pending consideration by the Superintendent and Secretary Treasurer.
 - 2.2 The driver shall be summarily dismissed in the event of clearly established gross negligence.
 - 2.3 The Superintendent and Secretary Treasurer shall consider reports on all school bus accidents and driver suspensions resulting therefrom and shall determine the final action to be taken in each instance.
 - 2.4 Subject to the foregoing, the driver shall be dismissed if the accident results in the driver being convicted of a traffic violation or the violation of any other statute pertaining to the safe operation of the school bus.

Adopted/Revised/Reviewed: JUN 2016/FEB 2018/NOV 2019/JUL 2023

Reference: Section 52, 53, 222 Education Act
Employment Standards Code
Freedom of Information and Protection of Privacy Act
Labour Relations Code
Personal Information Protection Act
Traffic Safety Act
Commercial Vehicle Safety Regulation 121/2009
Use of Highway and Rules of the Road Regulation 304/2002