

1 REVISION  
2 First Reading

3 Joint School District No. 2, Meridian

4  
5 AUXILIARY SERVICES

6  
7 Series 700

8  
9 Policy Title Criminal and Driving Record Code No. 702.54

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12 1. At the time of application for the position of school bus operator, the applicant  
13 shall consent to and assist the district in obtaining applicant's complete driving  
14 record and criminal record background check. All employees are required to  
15 submit fingerprints to the FBI and Idaho State Department of Education.  
16 Employment will be on a probationary basis pending the return and disposition of  
17 criminal history reports in accordance with District Code No. 402.22. During the  
18 course of employment, the district will be allowed continued access to all current  
19 driving and criminal records of the employee. All privacy and other rights  
20 associated with the district's authority to review these records shall be waived by  
21 the employee, who shall execute any consent forms or other documents required  
22 to allow the district continued access to employee's driving record and criminal  
23 record, if any.  
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25 2. During the course of employment with the district, all school bus operators shall  
26 immediately inform their supervisor in the event that they receive knowledge that  
27 they are under investigation, have been charged with, arrested, or convicted of  
28 any of the following:  
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30 a. Any felony  
31 b. Any misdemeanor involving the possession, use, or distribution of illicit drugs  
32 c. Any misdemeanor involving driving under the influence of alcohol and/or  
33 drugs  
34 d. Reckless driving, inattentive driving, and/or negligent driving  
35 e. Any misdemeanor involving moral turpitude, including but not limited to Injury  
36 to Children (Idaho Code 18-1501), Enticing of Children (Idaho Code 18-  
37 1509), and Disseminating Material Harmful to Minors (Idaho Code 18-1515).  
38 f. Any suspension, disqualification, or revocation of a school bus operator's  
39 state of Idaho driver's license and/or commercial driver's license.  
40 g. Any violation substantially similar to those set forth above occurring in any  
41 other jurisdiction, including any federal or state court, or the courts or  
42 tribunals of any other country.

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44 Failure to comply with the provisions of this paragraph shall constitute cause for  
45 termination of employment. **Employee may be suspended from work without pay**  
46 **pending outcome of court cases for incidents involving any of the above if it is**  
47 **deemed to be in the best interest of the safety of students.**

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49 3. Any school bus operator who is convicted of any of the following charges, pleads  
50 guilty, or "no-contest" to any of the following charges, regardless of whether the

51 form or any judgment ultimately entered is of conviction or withheld judgment  
52 shall be terminated:

- 53
- 54 a. Any felony
- 55 b. Any misdemeanor involving the possession, use, or distribution of illicit drugs
- 56 c. Any misdemeanor involving driving under the influence of alcohol and/or
- 57 drugs
- 58 d. Reckless driving, inattentive driving, and/or negligent driving
- 59 e. Any misdemeanor involving moral turpitude, including but not limited to Injury
- 60 to Children (Idaho Code 18-1501), Enticing of Children (Idaho Code 18-
- 61 1509), and Disseminating Material Harmful to Minors (Idaho Code 18-1515).
- 62 f. Any suspension, disqualification, or revocation of a school bus operator's
- 63 state of Idaho driver's license and/or commercial driver's license.
- 64 g. Any violation substantially similar to those set forth above occurring in any
- 65 other jurisdiction, including any federal or state court, or the courts or
- 66 tribunals of any other country.
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68 Failure to comply with the provisions of this paragraph shall constitute cause for  
69 termination of employment.

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71 4. Any applicant for school bus operator with more than six (6) points on their  
72 current Idaho DMV driving record will not be considered for employment with the  
73 district. Any currently employed school bus operator with more than six (6)  
74 points on their current Idaho DMV driving record will be suspended for a  
75 maximum of ten working days until such time as his/her record points have been  
76 reduced to the above limits. If the operator is unable to provide documentation  
77 that the points have been reduced on their DMV record in this length of time, they  
78 will be terminated.

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80 5. For the purpose of this policy, the term "illicit drugs" shall include those  
81 substances, the use or possession of which is deemed illegal pursuant to  
82 statutes of the state of Idaho, or controlled substances legally obtained but which  
83 are, at the point in question, being used in an abusive manner.

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97 Date of Revision:  
98 5/09/06

Legal Reference: Code of Idaho  
18-1501; 18-1509; 18-1515