

Dougherty County School System Safety Department

Vehicle Accident Penalty Point System

A standard point system will be used for all vehicle violations and incorporated into all school departments to assure that all employees involved in vehicular accidents or violations are treated equally. This point system is a minimum and shall not prohibit department heads from raising standards within their departments.

ACCIDENT: Any physical contact between a vehicle owned by the Dougherty County School System, which is licensed to operate on county roadways, and another vehicle or object, **regardless of how minor**, shall be deemed an accident and will be treated as such.

DECISION: The decision of the Vehicle Accident Review Committee will be documented and become a part of the employee's Dougherty County School System's permanent record for a period of five (5) years. The points assessed **are not** reported to the Georgia Department of Public Safety.

Categories of Accidents and Violations	Class	Points
1. Unavoidable (Non-Preventable)	1	0
2. Avoidable (Preventable with Mitigating Circumstances (Fuel, Oil, etc. on road)	2	1 - 2
3. Avoidable (Preventable) with Negligence/ Driver Error	3	3 - 9
4. Negligence (Preventable) a. DUI b. Excessive Speed c. Leaving Scene of Accident d. Willful Traffic Violations	4	10 - 15

Points	Penalty – Suggested Discipline
5 – 8	Counsel Warning and Re-Training (National Safety Council Defensive Driving Course)
9 - 14	Counsel Warning and 3-20 Days Suspension Without Pay
15	Termination
<u>Additionally</u> A percentage of the cost of repairing a vehicle, not to exceed \$500.00 may be levied against the employee.	

Department Heads/Principals with employees that have accumulated 8 Points with a three year period shall send a written report to the Safety Director for review and recommendations.

Points that are three (3) years old will be removed from the employee's record and will not be considered for disciplinary purpose.