DRUG AND ALCOHOL TESTING PROGRAM

Employees who operate District vehicles are subject to drug and alcohol testing if a commercial driver's license is required to operate the District vehicle and the District vehicle transports sixteen or more persons including the driver or the District vehicle weighs twenty-six thousand one pounds or more. For purposes of the drug and alcohol testing program, the term employees includes applicants who have been offered a position to operate a District vehicle.

The employees operating a District vehicle as described above are subject to pre-employment drug testing and random, reasonable suspicion and post-accident drug and alcohol testing, conducted in accordance with state and federal law. Employees operating District vehicles shall not perform a safety-sensitive function within eight hours of using alcohol. Employees governed by this policy shall be subject to the drug and alcohol testing program beginning the first day they operate or are offered a position to operate District vehicles and continue to be subject to the drug and alcohol testing program as long as they may be required to perform a safety-sensitive function as it is defined in the administrative regulations. Employees with questions about the drug and alcohol testing program may contact the District contact persons: the school nurse, Superintendent or transportation director at nurse's office, District office or bus garage.

Employees who violate the terms of this policy may be subject to discipline up to and including termination. Employees who violate this policy may be required to successfully participate in a substance abuse evaluation and, if recommended, a substance abuse treatment program at their sole cost and expense, as a condition of continued employment. Employees who fail to or refuse to participate may be subject to discipline up to and including termination.

The Superintendent shall inform applicants of the requirement for drug and alcohol testing in notices or advertisements for employment. The Superintendent will also be responsible for publication and dissemination of this policy and its supporting administrative regulations and forms to employees operating District vehicles. The Superintendent shall also oversee a substance-free awareness program to educate employees about the dangers of substance abuse and notify them of available substance abuse treatment resources and programs.

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