## ATTACHMENTS TO DRUG.ALCOHOL, AND CANNABIS TESTING POLICY

Attachments A through C are to be used in conjunction with the drug and alcohol testing of school bus drivers and driver applicants.

- Attachment A is a "Driver Acknowledgment-Drug and Alcohol Testing Policy Materials" form that should be used to document receipt of the policy and other materials by drivers and driver applicants. It is referred to in Article III., Section C., Paragraph 4. of the policy.
- Attachment B is a "Bus Driver or Driver Applicant-Authorization to Release Information" form. It is referred to in Article III., Section H., Paragraph 1. of the policy
- Attachment C is a **"Consent to Clearinghouse Full Query"** form. It is referred to in Article III, Section H, Paragraph e of the policy.
- Attachment D is a "Bus Driver or Driver Applicant-Refusal to Submit to Testing" form. It is referred to in Article III., Section H., Paragraph 8. of the policy.

Attachments E through H are to be used in conjunction with drug, cannabis, and alcohol testing of non-bus drivers and applicants.

- Attachment E is a "Pretest Notice" that must be provided to non-school bus driver employees or job applicants before requesting that the employee or job applicant undergo drug or alcohol testing. It is referred to in Article IV., Section E., Paragraph 1. of the policy.
- Attachment F is a "Notice of Test Results and Various Rights" which should be used
  by the District when notifying non-school bus driver employees or job applicants of test
  results and other rights. It is referred to in Article IV., Section E., Paragraph 6. of the
  policy.
- Attachment G is an "Explanation of Positive Test Result" form which should be used
  by the school district to request that the employee or job applicant submit information to
  the school district relevant to the reliability of, or explanation for, a positive test result.
  It is referred to in Article IV., Section E., Paragraph 4. of the policy.
- Finally, the District may wish to use Attachment H, entitled "Acknowledgment-Drug Alcohol, and Cannabis Testing Policy," to document that written notice of the policy was given to all affected employees. It is referred to in Article IV., Section J. of the policy.



#### - DRIVER ACKNOWLEDGMENT -DRUG AND ALCOHOL TESTING POLICY AND MATERIALS

I have received a copy of the Drug, Alcohol, and Cannabis Testing Policy of Independent School District No. 547, Parkers Prairie, Minnesota and have read it in its entirety. I understand that I am subject to the provisions of Article III of the policy, entitled Federally Mandated Drug and Alcohol Testing for School Bus Drivers, because the position involves operating a commercial motor vehicle and requires a commercial driver's license.

The District's policy was provided to me:

- € Upon adoption of the policy (employee).
- € Upon my hire (job applicant/new employee).
- € After receipt of my conditional job offer, before any testing if my job offer is contingent upon my passing of drug and alcohol testing (job applicant).

I also received materials concerning the effects of alcohol and controlled substances use on an individual's health, work, and personal life; signs and symptoms of an alcohol or controlled substance problem; and available methods of intervening when an alcohol or drug problem is suspected.

Ι	have	been	advised	that	the	Alcohol	and	Controlled	Substances	Testing	Program	Manager	is
					and	d that any	ques	tions I may	have concernii	ng the Pol	licy should	be directed	d to
the	e Progra	am Man	ager.										
	Da	ated: _			_								
						Signatu	ire of i	Employee/Ap	plicant				
						Typed o	or Prin	ted Name					

#### ATTACHMENT B



# - BUS DRIVER OR DRIVER APPLICANT AUTHORIZATION TO RELEASE INFORMATION

Section I. To be completed by the school district, signed by the bus driver, or driver applicant, and transmitted to the previous employer: Employee Printed or Typed Name: \_\_\_\_\_ Employee SS or ID Number: I hereby authorize release of information from my Department of Transportation regulated drug and alcohol testing records by my previous employer, listed in Section I-B, to the employer listed in Section I-A. This release is in accordance with DOT Regulation 49 CFR Part 40, Section 40.25. I understand that information to be released in Section II-A by my previous employer, is limited to the following DOT-regulated testing items: 1. Alcohol tests with a result of 0.04 or higher; 2. Verified positive drug tests; 3. Refusals to be tested; 4. Other violations of DOT agency drug and alcohol testing regulations; 5. Information obtained from previous employers of a drug and alcohol rule violation; 6. Documentation, if any, of completion of the return-to-duty process following a rule violation. Employee Signature: \_\_\_\_\_\_ Date: \_\_\_\_\_\_ Section I-A. School District Name: Phone #: \_\_\_\_\_ Fax #: \_\_\_\_\_ Designated Employer Representative: \_\_\_\_\_ Section I-B. Previous Employer Name: \_\_\_\_\_ Address: Designated Employer Representative (if known):

Section II. To be completed by the previous employer and transmitted by mail or fax to the new employer:

Policy 416 Forms

## ATTACHMENT C

Section II-A. In the two years prior to the date	of the employee's signatu	ıre (in Section I),	for DOT-reg	ulated testing
1. Did the employee have alcohol tests	with a result of 0.04 or high	gher?	YES	NO
2. Did the employee have verified positi	ve drug tests?		YES	NO
3. Did the employee refuse to be tested	?		YES	NO
4. Did the employee have other violatio	ns of DOT agency drug an	d		
alcohol testing regulations?			YES	NO
5. Did a previous employer report a dru	g and alcohol rule			
violation to you?			YES	NO
6. If you answered "yes" to any of the a	bove items, did the			
employee complete the return-to-dut	y process?	N/A	YES	NO
NOTE: If you answered "yes" to item 5, you me	ust provide the previous e	mployer's report.	If you answ	vered "yes" to
item 6, you must also transmit the appropriate	return-to-duty documenta	ation (e.g., SAP re	port(s), follo	ow-up testing
record).				
<u>Section II-B</u> .				
Name of person providing information in Section	n II-A:			
Title:				
Phone #:				
Date:				



# - BUS DRIVER OR DRIVER APPLICANT CONSENT TO SCHOOL DISTRICT CONDUCT OF CLEARINGHOUSE FULL QUERY

Before employing a driver subject to controlled substances and alcohol testing, the school district must conduct a full pre-employment query of the federal Commercial Driver's License (CDL) Drug and Alcohol Clearinghouse ("Clearinghouse") to obtain information about whether the driver

- (1) has a verified positive, adulterated, or substituted controlled substances test result;
- (2) has an alcohol confirmation test with a concentration of 0.04 or higher;

I consent to the school district's conduct of a Clearinghouse full query.

- (3) has refused to submit to a test in violation of federal law; or
- (4) that an employer has reported actual knowledge that the driver used alcohol on duty, before duty, or following an accident in violation of federal law or used a controlled substance in violation of federal law.

The applicant must give specific written or electronic consent for the school district to conduct the Clearinghouse full query. The school district shall retain the consent for three (3) years from the date of the query.

Dated:		
	Signature of Applicant	
	Typed or Printed Name	

#### ATTACHMENT D



## BUS DRIVER OR DRIVER APPLICANT — REFUSAL TO SUBMIT TO TESTING

I hereby refuse to submit to drug/alcohol testing by doing the following:

- € Failing to appear for any test within a reasonable time, as determined by the school district, consistent with applicable DOT regulations, after being directed to do so;
- € Failing to remain at the testing site until the testing process is complete;
- € Failing to provide a urine specimen or an adequate amount of saliva or breath for any DOT drug or alcohol test;
- € Failing to permit the observation or monitoring of any provision of a specimen in the case of a directly observed or monitored collection in a drug test;
- € Failing to provide a sufficient breath specimen or sufficient amount of urine when directed and it has been determined that there was no adequate medical explanation for the failure;
- € Failing or declining to take a second test as directed;
- € Failing to undergo a medical examination or evaluation, as directed by the Medical Review Officer (MRO) or the Designated Employer Representative (DER);
- € Failing to cooperate with any part of the testing process (e.g., refusing to empty pockets when so directed by the collector, behaving in a confrontational way that disrupts the collection process, failing to wash hands after being directed to do so by the collector, failing to sign the certification on the form;
- € Failing to follow the observer's instructions, in an observed collection, to raise the driver's clothing above the waist, lower clothing and underpants, and to turn around to permit the observer to determine if the driver has any type of prosthetic or other device that could be used to interfere with the collection process;
- € Possessing or wearing a prosthetic or other device that could be used to interfere with the collection process;
- € Admitting to the collector or MRO that the driver adulterated or substituted the specimen; or

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[An applicant who fails to appear for a pre-employment test, who leaves the testing site before the pre-employment testing process commences, or who does not provide a urine specimen because he or she left before it commences, is not deemed to have refused to submit to testing.]

I recognize that my refusal subjects me to the consequences specified in federal law and regulations. It also constitutes a presumption of a positive result. I further recognize that if I am an applicant, I will be disqualified from consideration for the conditionally-offered position. If I am an employee, I will not be permitted to perform safety-sensitive functions, and will be considered insubordinate and subject to disciplinary action, up to and including dismissal. If the school district offers me an opportunity to return to a DOT safety-sensitive function, I understand I will be evaluated by a substance abuse professional, and will be required to submit to a return-to-duty test prior to being considered for reassignment to safety-sensitive functions.

Date:		
Time:	Signature of Employee/Applicant	
Supervisor:	Supervisor's Signature	
Comments:		
€ Employee refusal to sign	Supervisor's Initials:	

## ATTACHMENT E



#### - PRETEST NOTICE -

I, the undersigned employee/job applicant of Independent School District No. 547, Parkers Prairie, Minnesota ("School
District") do hereby acknowledge that I have been provided a copy of the School District's Drug, Alcohol, and
Cannabis Testing Policy.

Date:	
	Signature of Employee/Job Applicant
	Typed or Printed Name

## ATTACHMENT F



[Employee Name] [Employee Address]

RE: Drug, Alcohol, and/or Cannabis Test
[Date of Testing]

#### **NOTICE OF TEST RESULTS AND VARIOUS RIGHTS**

#### Test Results:

Independent School District No. 547, Parkers Prairie, Minnesota has received the test result report from the testing laboratory:

- G Your initial screening test result was negative.
- G Your confirmatory test result was negative.
- G Your confirmatory test result was positive.

#### Test Result Report:

You have the right to request and receive from the school district a copy of the test result on any drug or alcohol test or cannabis test.

#### Right to Explain Positive Test Result:

In the case of a positive test result on a confirmatory test, you have the right to explain the results. You may, within three (3) working days after notice of a positive test result on a confirmatory test, submit information to the school district, in addition to any information already submitted, to explain that result. Attached to this Notice is a document entitled "Explanation of Positive Test Result" for this purpose.

#### Right to Request Confirmatory Retests:

In the case of a positive test result on a confirmatory test, you have the right to request a confirmatory retest of the original sample at your own expense.

Within five (5) working days after notice of the confirmatory test result, you must notify the school district in writing of your intention to obtain a confirmatory retest.

Within three (3) working days after receipt of the notice, the school district shall notify the original testing laboratory that you have requested the laboratory to conduct the confirmatory retest or to transfer the sample to another laboratory licensed under Minn. Stat. § 181.953, Subd. 1 to conduct the confirmatory retest. The original testing

laboratory shall ensure that appropriate chain-of-custody procedures are followed during transfer of the sample to the other laboratory. The confirmatory retest must use the same drug, alcohol, or cannabis threshold detection levels as used in the original confirmatory test. If the confirmatory retest does not confirm the original positive test result, no adverse personnel action based on the original confirmatory test may be taken against you.

#### Other Rights:

In the case of a positive test result on a confirmatory test, you may have other rights provided under the sections detailed below.

#### A. <u>Employee Discharge and Discipline</u>

- 1. The school district may not discharge, discipline, discriminate against, request, or require rehabilitation of an employee whose position does not require a commercial driver's license on the basis of a positive test result from an initial screening test that has not been verified by a confirmatory test.
  - In the case of a positive test result on a confirmatory test, the employee shall be subject to discipline which includes, but is not limited to, immediate suspension without pay and immediate discharge, pursuant to the provisions of this policy.
- 2. The school district may not discharge an employee whose position does not require a commercial driver's license for whom a positive test result on a confirmatory test was the first such result for the employee on a drug or alcohol test requested by the school district, unless the following conditions have been met:
  - a. The school district has first given the employee an opportunity to participate in, at the employee's own expense or pursuant to coverage under an employee benefit plan, either a drug or alcohol or cannabis counseling or rehabilitation program, whichever is more appropriate, as determined by the school district after consultation with a certified chemical use counselor or a physician trained in the diagnosis and treatment of chemical dependency; and
  - b. The employee has either refused to participate in the counseling or rehabilitation program or has failed to successfully complete the program, as evidenced by withdrawal from the program before its completion or by a positive test result on a confirmatory test after completion of the program.
- 3. Notwithstanding Paragraph 1., the school district may temporarily suspend the tested employee or transfer that employee to another position at the same rate of pay pending the outcome of the confirmatory test and, if requested, the confirmatory retest, provided the school district believes that it is reasonably necessary to protect the health or safety of the employee, co-employees or the public. An employee who has been suspended without pay must be reinstated with back pay if the outcome of the confirmatory test or requested confirmatory retest is negative.
- 4. The school district may not discharge, discipline, discriminate against, request, or require rehabilitation of an employee on the basis of medical history information revealed to the school district, unless the employee was under an affirmative duty to provide the information before, upon, or after hire.
- 5. An employee must be given access to information in the employee's personnel file relating to positive test result reports and other information acquired in the drug and alcohol testing or cannabis testing process and conclusions drawn from and actions taken based on the reports or other acquired information.

#### B. Withdrawal of Applicant's Job Offer

If a job applicant for a position that does not require a commercial driver's license has received a job offer made contingent on the applicant passing drug, alcohol, and/or cannabis testing, the school district may not withdraw the offer based on a positive test result from an initial screening test that has not been verified by a confirmatory test. In the case of a positive test result on a confirmatory test, the school district may withdraw the job offer.

### ATTACHMENT G

#### (DRAFT)

#### [TO BE PLACED ON SCHOOL DISTRICT LETTERHEAD]

#### **EXPLANATION OF POSITIVE TEST RESULT**

I, the unders	signed employee/job applicant of Indep	endent School District No,	, Minnesota			
acknowledge	receipt of a Notice of Test Results an	d Various Rights. This includes my right to	explain the positive test			
result on a co	onfirmatory test.					
I am	currently taking or have recently taken	n:				
€	no over-the-counter or prescription medications; or					
€	the following over-the-counter or pr	rescription medications:				
I also offer th	ne following information relevant to the	e reliability of, or explanation for, a positive t	test result:			
Date:		Signature of Employee/Job Applicar	nt			
		Typed or Printed Name				

#### ATTACHMENT H

#### (DRAFT)

#### [TO BE PLACED ON SCHOOL DISTRICT LETTERHEAD]

# - ACKNOWLEDGMENT DRUG, ALCOHOL, AND CANNABIS TESTING POLICY

I have received a copy of the Drug, Alcohol, and Cannabis Testing Policy of Independent School District No						
, Minnesota and have read it in its entirety.						
The D	The District's policy was provided to me:					
€	€ Upon adoption of the policy (employee)					
€	€ Upon my hire (job applicant/new employee)					
€	€ After receipt of my conditional job offer, before any testing if my job offer is contingent upon my					
	passing of drug, alcohol, and cannabis testing as applicable. (job applicant)					
Dated:						
	Signature	of Employee/Applicant				
	Typed or I	Printed Name				