

STAFF PERSONNEL

Series 400

Policy Title: Drug and Alcohol Testing Program/Transportation

Code Number: 439.09

Alcohol and drug testing of employees and applicants shall be conducted in accordance with state and federal law.

All school bus drivers and other employees of the District whose positions require that they hold a valid commercial driver=s license shall be subject to mandatory drug and alcohol testing. Such testing may include pre-employment, random, reasonable suspicion, post-accident or return to duty and follow-up drug and alcohol testing. Other employees of the District may also be subject to drug and alcohol testing such as pre-employment, reasonable suspicion, post-accident and/or return to duty drug and alcohol testing.

Drivers who test positive for alcohol or illegal drug use in violation of district policies and procedures, or otherwise violate district administrative procedures implementing this policy, will be subject to discipline up to and including termination from their position on the first offense. Other employees of the district who test positive for alcohol or illegal drug use in violation of District policies and procedures will, on the first offense, be subject to discipline up to and including termination.

First Adoption: January 24, 1995

Revision Adoption: Marcy 26, 1996/April 12, 2005

Legal references: Omnibus Transportation Employee Testing Act of 1991, 49 U.S.C. Section 1618(a); 42 U.S.C., Section 120101 et seq. (1994); 34 C.F.R. Part 85 (2003); 49 C.F.R. Parts 40, 382 (2003); Iowa Code Section 279.8; 321.375 (2003)

Board Policy Document

Any employee who refuses to submit to alcohol or drug tests shall be suspended immediately and will be subject to discipline up to and including termination.

A positive test for use of alcohol or illegal drugs will disqualify an applicant from employment in a district position.

The Superintendent will develop administrative procedures to implement this policy and will publish and disseminate information regarding the alcohol and drug testing program. The Supervisor for Transportation shall be responsible for addressing employee questions regarding the alcohol and drug testing program.

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