

ALCOHOL AND DRUG TESTING FOR SAFETY SENSITIVE POSITIONS

P8414.5

The Board of Education recognizes the dangers inherent in alcohol and drug use by employees, especially those in safety-sensitive positions. To ensure the safety of its students and in compliance with federal regulations, the Board requires alcohol and drug testing of school bus drivers and other employees required to possess a commercial driver's license (CDL).

The District shall either directly, by contact, or through a consortium, implement and conduct a program to provide alcohol and drug testing of employees in safety-sensitive positions. Any employee whose job required a commercial driver's license will be subject to testing.

Drug and alcohol tests will be conducted at the time of employment and randomly throughout the school year. In addition, testing will be ordered if the supervisor has a "reasonable suspicion" that the employee has engaged in prohibited drug or alcohol use. All employee drug and alcohol testing records shall be kept confidential.

In accordance with federal and State law, employees affected by this policy will not be permitted to drive if they:

1. possess or use alcohol or drugs, while on duty;
2. use alcohol six hours or less before duty;
3. have an alcohol concentration of .04 or higher, or test positive for drugs;
4. use alcohol within eight hours after being involved in an accident in which there was a fatality or in which the bus driver received a moving violation.

An employee who engaged in prohibited alcohol or drug use will be removed from driving duties and subject to disciplinary procedures and penalties pursuant to Section 75 of the Civil Service Law.

The Superintendent of Schools shall ensure that a copy of this policy, the testing requirements of the federal regulations, and information on alcohol and drug abuse and treatment resources are provided to all school bus drivers and other appropriate personnel prior to January 1, 1995, before employment, and annually thereafter.

The Superintendent shall implement regulations associated with this policy.

Reviewed June 1999

Renumbered from P4425 – September 2015