Subject: Alcohol and Drug Testing for Bus Drivers

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 others as required by law.

The District shall, either directly by contract 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 requires a commercial driver's license and/or who drives a school bus designed to transport 15 or more passengers will be subject to testing.

Drug and alcohol testing will be conducted at the time of hire; drug and alcohol tests will be conducted randomly throughout the school year. In addition, testing will be ordered if the supervisor has "reasonable suspicion" that the employee has engaged in prohibited drug or alcohol use. When a positive test result is obtained, a more rigorous follow-up test will be required immediately. If a dilute specimen is obtained, a re-test will be conducted. This second test will become the test of record. All employee drug and alcohol testing records shall be kept confidential.

In accordance with federal law, a bus driver will not be permitted to drive if he/she:

1. possesses alcohol or drugs, or uses alcohol or drugs while on duty;
2. uses alcohol six hours or less before duty;
3. has an alcohol concentration of .02 or higher, or tests positive for drugs;
4. refuses to be tested or re-tested.

A driver will not be permitted to drive 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.

If a driver has engaged in prohibited alcohol or drug use, he/she will be removed from driving duties and subjected to disciplinary procedures and penalties. No driver who has abused alcohol may return to duty unless he/she has completed the necessary treatment program and successfully passed required alcohol tests. Thereafter, the driver will be subject to follow-up testing. The District will take measures to terminate the employment of any employees found to be using illegal drugs.

The Superintendent or his/her designee shall establish regulations necessary to implement this policy.

Approved: Board of Education
February 26, 2003

Approved: Board of Education
June 13, 2007