

The Cherokee County Board of Education is dedicated to providing safe, reliable, and efficient transportation for students transported on school buses. The School District recognizes that unimpaired judgment of bus drivers and other employees who might drive or service buses is essential to providing safe transportation. The School District further recognizes the abuse of drugs or alcohol may impair the judgment of employees in safety sensitive positions. The goal of the School District is, therefore, to provide employees and students with an environment which promotes health and safety.

Employees engaged in a safety-sensitive function are defined as those who holds a Commercial Driver's License (CDL) and operates or have reason to move a school bus or other commercial vehicle. Employees engaged in safety-sensitive functions include, but are not limited to mechanics, school bus drivers, substitute school bus drivers, maintenance workers, coaches, teachers and administrators.

In order to meet this goal, and also as referenced under Board Policy GAM: Drug-free Workplace Staff Rights and Responsibilities, the School District utilizes the U.S. Department of Transportation Federal Motor Carrier Administration drug and alcohol testing regulations. The School District will not tolerate unauthorized use, abuse, possession or sale of controlled substances by its employees. The School District will provide training, education and other assistance to employees to help them understand their responsibilities in achieving an alcohol and drug-free environment.

Non-compliance with this policy or violation of the regulations may result in severe disciplinary action including suspension or termination of employment.

### **ALCOHOL TESTING AND USE BY EMPLOYEES ENGAGED IN SAFETY SENSITIVE POSITIONS**

The School District will make every effort to ensure all students, employees and the public are afforded the highest level of safety. This level of safety will not be compromised by the use of alcohol by employees performing the duties required of safety-sensitive positions.

The following prohibitive behavior will not be tolerated by any CDL driver:

1. Possession of alcohol on school grounds, including buses, or at school activities is prohibited.
2. Consumption of alcohol four hours or less prior to a driver performing the duties required of their safety-sensitive position will be prohibited. This includes any medication containing alcohol.
3. Refusal or unavailability to test within established guidelines.

Violation of any of these items will result in disciplinary action, up to and including termination of employment, in accordance with O.C.G.A. §20-2-1122 (B).

Employees will be screened for alcohol using an approved Evidential Breath Testing (EBT) device and operated by a qualified Breath Alcohol Technician (BAT) and with confirmation testing as required. If test results are:

1. .00 to .019 breath alcohol will be reported as a negative.
  2. .02 to .039 breath alcohol will require confirmation testing. Removal from duty, a minimum of 24 hours, will result. A driver found to have a measurable alcohol content in his or her system during the school day will be subject to disciplinary action at the discretion of the Superintendent and local board.
  3. .04 or greater breath alcohol, will require confirmation testing; removal from duty and termination in accordance with O.C.G.A. §20-2-1122 (B).
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**ADOPTED: August 2, 2001**

**REVISED: July 18, 2019**

**Cherokee County Board of Education**