

**FEDERAL HIGHWAY ADMINISTRATION MANDATED
DRUG AND ALCOHOL TESTING PROGRAM**

The superintendent will establish programs and procedures as mandated by the Federal Motor Carrier Safety Administration (FMCSA) controlled substances, including marijuana (cannabis), and alcohol testing rules.

Prohibited Alcohol and Controlled Substance-Related Conduct

The following alcohol and controlled substance-related activities are prohibited by the district for drivers required to possess a commercial driver's license (CDL) as part of their job responsibilities:

- A. Reporting for duty or remaining on duty to perform safety-sensitive functions while having an alcohol concentration in excess of the standard set by the FMCSA.
- B. Being on duty or operating a vehicle while the driver possesses alcohol or controlled substances in any amount.
- C. Using alcohol while performing safety-sensitive functions.
- D. When required to take a post-accident alcohol test, using alcohol within eight hours following the accident or prior to undergoing a post-accident alcohol test, whichever comes first.
- E. Refusing to submit to an alcohol or controlled substance test required by post-accident, random, reasonable suspicion, or follow-up testing requirements.
- F. Reporting for duty or remaining on duty when using any controlled substance, except when instructed by a prescribing authority who has advised the driver and the district in writing that the substance does not adversely affect the driver's ability to safely operate a vehicle. Drivers are required to inform the district of any therapeutic drug use upon it being prescribed, although the specific medication that has been prescribed does not have to be provided. The use of any medication that could affect a driver's safe job performance is prohibited while working.
- G. Reporting for duty, remaining on duty or driving if the driver tests positive or would test positive for controlled substances.

No supervisor having actual knowledge of the above violations will permit a driver to perform or continue to perform safety-sensitive functions.

Violations of this policy will result in appropriate corrective action ranging from removal from the performance of safety-sensitive functions up to and including discharge.

Cross References:	Policy 5201	Drug Free Schools, Community and Workplace
	Policy 5281	Disciplinary Action and Discharge
Legal References:	49 CFR § 40	Procedures for transportation workplace drug and alcohol testing programs
	49 CFR §§382	Controlled substances and alcohol use and testing

Management Resources:

<i>Policy & Legal News</i> , October 2015	Update Summary: Series 5000, Personnel
<i>Policy & Legal News</i> , February 2013	Policy Revisions
<i>Policy News</i> , April 2012	Federal Motor Carrier Safety Administration mandated drug and alcohol testing program
<i>Policy News</i> , December 2001	Federal Government Amends Bus Driver Drug Testing Rules
<i>Policy News</i> , February 1999	Bus drivers still tested for marijuana

Revised: February 25, 2016
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5000 Series Adopted June 10, 1999
North Kitsap School District