

Board of Trustees Douglas County School District

PERSONNEL

ALCOHOL and CONTROLLED SUBSTANCE TESTING

The District, as outlined in Board Policy 108, promotes an environment in all settings that is free of alcohol, designer drugs, and controlled substances. The District shall adhere to local, state and federal laws and regulations regarding the investigation of and testing of students and employees as it relates to any testing program. The District shall adhere to federal law and regulations requiring a controlled substance and alcohol testing program for employees who are required to maintain a commercial driver's license (CDL) as a condition of their employment.

The District shall require pre-employment controlled substance and alcohol testing for employees who perform any safety-sensitive functions as a part of their assigned job duties.

The District will require controlled substance and alcohol testing for any employee involved in any work-related injury or accident requiring medical attention other than first aid. The testing is to occur as soon after the injury or accident as practical.

The District may require controlled substance and alcohol testing to certify the fitness for duty of any current or new employee, or for any employee to assure that the employee or candidate is fully able to discharge the duties they are required to perform.

Any required testing, other than random testing required for employment or participation in athletic events, is to be at the direction of the Superintendent or designee as informed by a supervisor. The results of any controlled substance and alcohol testing are to be reported directly to the Superintendent or designee.

Failure to comply with the request of the District with regard to controlled substance and alcohol testing or a fitness for duty assessment shall result in suspension without pay and may result in disciplinary action or dismissal following due process.

[See Administrative Regulation related to this Policy](#)

Legal Reference:
United States Code Title 49
Code of Federal Regulations Title 49
Adopted: 12/13/94
Reviewed: 10/13/15