

**CONTROLLED SUBSTANCES AND ALCOHOL TESTING FOR
SCHOOL 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.

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 student passengers, will be subject to testing.

Drug tests will be conducted at the time of employment, and both drug and alcohol testing will be conducted 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 law, a bus driver will not be permitted to drive if he or she:

1. possesses alcohol or uses alcohol or drugs while on duty;
2. uses alcohol four hours or less before duty;
3. has an alcohol concentration of .04 or higher, or tests positive for drugs;
4. uses 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;
5. in the judgment of the supervisor, is or appears to be unfit to perform his or her duties hereunder by virtue of prohibited drug or alcohol use.

If a driver has engaged in prohibited alcohol or drug use, he or she will be removed from driving duties and subject to disciplinary procedures and penalties pursuant to District policy and/or collective bargaining agreement. The District is not required by federal regulation to provide rehabilitation, pay for treatment, or to reinstate an employee as a driver if the employee has violated the regulations. If a driver who has abused drugs and/or alcohol is to be considered for reinstatement, the employee may not return to duty unless he/she has completed any necessary treatment program and successfully passed

required alcohol and/or drug tests. Thereafter, the driver will be subject to follow-up random testing.

The Superintendent of Schools or his/her designee shall ensure that a copy of this policy, the testing requirements of the federal regulations, and information on alcohol and drug abuse are provided to all school bus drivers and other appropriate personnel at the start of each school year.

The Superintendent shall establish procedures necessary to implement this policy.