

DRUG AND ALCOHOL TESTING OF SAFETY SENSITIVE EMPLOYEES

The Board may conduct employee drug and alcohol testing for employees in safety sensitive positions, and will conduct queries and report violations as required by and in accordance with federal law. This includes, but is not limited, to bus drivers and anyone driving a vehicle belonging to Athens City Schools.

Safety sensitive employees will undergo testing:

1. At the time of initial employment (prior to recommendation to the Board);
2. When the Superintendent (or his/her designee) has reasonable cause to believe an employee has violated its drug and alcohol policies;
3. On a random basis without advance notice;
4. Following any reportable accident; and/or
5. Upon return to work after drug or alcohol rehabilitation.

Refusing to submit to an alcohol or controlled substance test required by this policy will constitute insubordination and will subject the employee to disciplinary actions up to and including termination.