

EMPLOYEE DRUG TESTING

Pre-Employment Drug/Alcohol Screening for Safety Sensitive Positions

Applicants shall sign a form consenting to the drug and alcohol testing. The consent form shall authorize release of the test results to the district.

To ensure an individual's privacy, the district shall not use test results for any purpose other than those stated in Board policy and administrative regulation, shall maintain the confidentiality of screening records, and shall not disclose such records unless the applicant consents or the Superintendent or designee is presented with a court order requiring the disclosure.

All initial screening tests shall be conducted at the district's expense. If an applicant's initial test is positive, a second test, at the district's expense, shall be administered as soon as possible to confirm the results. Upon obtaining a second positive result, the applicant may seek an independent drug and alcohol screening from a recognized medical laboratory at his/her own expense. Any applicant who fails to provide the district with a negative drug and alcohol screening report within five working days of a confirmed positive result shall be determined to have failed the screening and shall not be employed.

Failure to submit to the process or to complete the process shall preclude the applicant from being hired into the position. Disqualified applicants shall not be prohibited from applying for another job within the district.

Legal Reference:

EDUCATION CODE

44011	Controlled substance offense
44455	Conviction for controlled substance offenses as grounds for revocation of credential
44836	Employment of certificated persons convicted of sex offense or controlled substance offense
44839	Medical certificate; periodic medical examination
44940	Compulsory leave of absence for certificated persons
44940.5	Procedures when employees are placed on compulsory leave of absence
45122	Physical examinations
45123	Employment after conviction of controlled substance offence
45304	Compulsory leave of absence for classified persons

GOVERNMENT CODE

12940	Unlawful discriminatory employment practices
8350-8357	Drug-free workplace

Human Resources – Certificated, Classified, Management

AR 4112.41

AR 4212.41

AR 4312.41

CA CONSTITUTION

Article 1, Section 28

Right to Safe Schools

CA CODE

5 CCR 5504

Medical certification procedures

FEDERAL CODE

41 USC 701-707

Drug-Free Workplace Act