

EMPLOYEE DRUG TESTING

The Governing Board maintains a drug- and alcohol-free workplace. In accordance with law, all employees shall render service without using, possessing, being impaired by, or being under the influence of alcohol or drugs.

Pre-Employment Drug/Alcohol Testing for Safety-Sensitive Positions

Because students and staff have the right to a safe and secure campus where they are free from physical and psychological harm, the Board authorizes the testing of prospective employees in safety-sensitive positions for drug and alcohol use. Safety-sensitive positions involve a greater than normal level of trust for the health and safety of others where diminished capacity or judgement could endanger the employee or others.

Once a conditional offer of employment has been made, prospective employees in these identified positions shall undergo a pre-employment drug and alcohol screening for any substance which could impair their ability to safely and effectively perform their job functions. This screening shall be part of the employee's pre-employment physical examination.

Final selection of a job applicant for a position shall not be made until the applicant has successfully completed the screening.

All testing and medical examinations shall be conducted in accordance with state and federal law, Board policy, and administrative regulation.

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

Human Resources – Certificated, Classified, Management

BP 4112.41

BP 4212.41

BP 4312.41

GOVERNMENT CODE

12940 Unlawful discriminatory employment practices

8350-8357 Drug-free workplace

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