BP-4021

PRE-EMPLOYMENT DRUG TESTING FOR COACHES AND ADVISORS

Coaches and advisors who work with students in extracurricular activities are often called upon to supervise students and to be responsible for students' safety while traveling and in other situations where there are few or no other District personnel to assist them. It is therefore critically important that coaches' and advisors' job performance not be impaired by illegal drug use.

Applicants for coaching and advising positions shall be informed that their selection may be conditioned on their consent to drug testing and their successful completion of that testing. When a first-time applicant has been preliminarily selected for a position as a coach or advisor, the applicant may be required to submit to drug testing as provided in the accompanying regulations. Final selection as a coach or advisor is dependent on the applicant's testing negative for the presence of illegal drugs when a drug test is required.

The program shall protect the privacy of the individuals tested to the maximum extent consistent with conducting an effective program. The results of the testing shall be kept confidential, shall be released only to the Superintendent or Human Resources Director and to the individual being tested, and shall not be used for any purpose other than determining an individual's eligibility to serve as a coach or advisor.

Adopted in Consultation with Legal Counsel: August 17, 2009
Renumbered & Reviewed: June 10, 2011
Reviewed: August 13, 2012
Revised in Consultation with Legal Counsel: November 21, 2019
Revised: September 16, 2024