

ALCOHOL AND DRUG TESTING FOR 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 and others as required.

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 15 or more passengers will be subject to testing.

Drug and alcohol tests will be conducted at the time of employment and randomly throughout the school year. In addition, testing will be ordered if the supervisor has "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/she:

1. possesses alcohol or drugs, or uses alcohol or drugs while on duty;
2. uses alcohol four hours or less before duty;
3. has an alcohol concentration of .02 or higher, or tests positive for drugs.

A driver will not be permitted to drive 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.

If a driver has engaged in prohibited alcohol or drug use, he/she will be removed from driving duties and subject to disciplinary procedures and penalties pursuant to district policy and/or the collective bargaining agreement. No driver who has abused alcohol may return to duty unless he/she has completed the necessary treatment program and successfully passed required alcohol tests. Thereafter the driver will be subject to follow up testing. The district will take measures to terminate the employment of any employee found to be using illegal drugs.

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

Cross-References: Policy 8414.1- Bus Driver Qualifications & Training
Policy 9320 – Drug Free Workplace
Policy 9610 – Staff Substance Abuse

References:

Omnibus Transportation Employee Testing Act of 1991, 49 USI – 521 (b)
49 CFR Parts 382, 40, 395.20