

Policy No.: 404.07
Adopted: 6-11-2002
Revised: 3-9-2015

DRUG AND ALCOHOL TESTING PROGRAM

Employees who operate school vehicles are subject to random drug and alcohol testing if a commercial/school bus driver's license is required to operate the school vehicle. For purposes of the random drug and alcohol testing program the term employees includes applicants who have been offered a position to operate a school vehicle.

The employees operating a school vehicle as described above are subject to pre-employment drug testing and random, reasonable suspicion and post-accident drug and alcohol testing. Employees operating school vehicles shall not perform a safety-sensitive function within four hours of using alcohol. If the driver is using a drug prescribed by a physician the physician needs to advise the driver that the substance does not adversely affect the driver's ability to safely perform the function. Employees governed by this policy shall be subject to the drug and alcohol testing program beginning the first day they operate or are offered a position to operate school vehicles and continue to be subject to the drug and alcohol testing program as long as they may be required to perform a safety-sensitive function as it is defined in the administrative regulations. Employees with questions about the drug and alcohol testing program may contact the school district contact person, superintendent at 711 Caroline St., Elba, Nebraska.

It is the responsibility of the superintendent to develop administrative regulations to implement this policy in compliance with the law. The superintendent shall inform applicants of the requirement for drug and alcohol testing in notices or advertisements for employment.

The superintendent shall also be responsible for publication and dissemination of this policy and its supporting administrative regulations and forms to employees operating school vehicles. The superintendent shall also oversee a substance-free awareness program to educate employees about the dangers of substance abuse and notify them of available substance abuse treatment resources and programs. Information about resources for a substance-free awareness program and related services may be obtained from the Department of education at (402)-471-1925 or Department of health and Human Services, Alcoholism, Drug Abuse, and Addition Services at (402)-471-2306.

Employees who violate the terms of this policy may be subject to discipline up to and including termination at the discretion of the school district. Employees who violate this policy, as a condition of continued employment, may be required to successfully participate in a substance abuse evaluation and a substance abuse treatment program, if recommended by the substance abuse professional. Employees required to participate in and who fail to or refuse to successfully participate in a substance abuse evaluation or recommended substance abuse treatment program may be subject to discipline up to and including termination.

Legal Reference: 49 U.S.C. 5331 et seq. (1994).
42 U.S.C. 12101 (1994).
41 U.S.C. 701-707 (1996).
49 C.F.R. Pt. 40; 382;391.81-123 (1994).
34 C.F.R. Pt. 85 (1996).

Cross Reference: Substance-Free Workplace
Certified Employee Personal Illness Leave
Support Staff Personal Illness Leave