

Personnel

Series 400

Policy Title: Drug and Alcohol Testing Program

Code No. 415.1

The district will participate in the Iowa Drug and Alcohol Testing Program offered by the Iowa Association of School Boards. The service agent for testing shall be Medical Enterprises, Incorporated.

Employees who operate school vehicles are subject to drug and alcohol testing if a commercial driver=s license is required to operate the school vehicle and the school vehicle transports sixteen or more persons including the driver or the school vehicle weighs twenty-six thousand one pounds or more. For purposes of the drug and alcohol testing program, the term Aemployees@ 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. 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 Director of Transportation at 641-754-1195.

Applicants for such positions shall be notified of the requirement for drug and alcohol testing in notices or advertisements for employment, in the application form and personally at the

first interview.

The superintendent or designee shall be responsible for publication and dissemination of this policy and its supporting administrative regulations to employees operating school vehicles. Employees shall be notified of the dangers of substance abuse and of available substance abuse treatment resources and programs.

Employees who violate the terms of this policy may be subject to discipline up to and including termination. Employees who violate this policy bear the personal and financial responsibility, as a condition of continued employment, to successfully participate in a substance abuse evaluation and a substance abuse treatment program if recommended by the substance abuse professional. Employees 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.

The superintendent or designee shall be the contact person for all drug and alcohol testing information as well as the results of such tests.

The director of transportation shall be trained in reasonable suspicion detection.

The district will determine the collection site/personnel.

Contiguous school districts employing less than ten school bus drivers may apply to join in the district=s employee pool for the purposes of random drug and alcohol testing.

Adopted: January 22, 1996
Reviewed: October 6, 2008
September 23, 2013

Amended: January 25, 1999
June 7, 2004
October 16, 2017

Cross Reference: 403.6-Substance-Free Workplace
409.2 –Sick Leave
414.10-Immediate Family Illness

Legal Reference: American Trucking Association,
Inc., v. Federal Highway Administration, 51 Fed. 3rd
405 (4th Cir.1995). 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). Local 301, Internat=I Assoc. of Fire Fighters,
AFL-CIO, and City of Burlington, PERB No. 3876
(3-26-91). Iowa Code ' ' 124; 279.8; 321.375(2);
730.5 (1997).