

**DRUG AND ALCOHOL TESTING PROGRAM**

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 "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. 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, the Supervisor of Maintenance and Transportation.

Employees who violate the terms of this policy may be subject to discipline up to and including termination. Employees who violate this policy may be required to successfully participate in a substance abuse evaluation and, if recommended, a substance abuse treatment program. 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.

It is the responsibility of the superintendent to develop administrative regulations to implement this policy. The superintendent or his/her designee shall also inform applicants of the requirement for drug and alcohol testing in notices or advertisements for employment, in the application form and personally at the first interview with the applicant.

The superintendent or his/her designee shall also be responsible for publication and dissemination of this policy and its supporting administrative regulations to employees operating school vehicles. The superintendent or his/her designee 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.

Legal Reference:                   Omnibus Transportation Employee Testing Act of 1991.  
42 U.S.C. §§ 12101 et seq. (Supp. 1990).  
41 U.S.C. §§ 701-707 (1988).  
49 C.F.R. Pt. 40; 382; 391.81-123 (1994).  
34 C.F.R. Pt. 85 (1993).  
Local 301, Internat'l Assoc. of Fire Fighters, AFL-CIO, and City of Burlington,  
PERB No. 3876 (3-26-91).  
Iowa Code §§ 124; 279.8; 730.5 (1993).

DATE OF ADOPTION:   December 13, 1995

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