

PERSONNEL: CLASSIFIED

Alcohol and Controlled Substance Testing Program Regulations

Personnel Operating District Owned Motor Vehicles

Alcohol and controlled substances have no place in the workplace. To this end, the Governing Board has previously adopted Board Policy 4090, "General: Drug and Alcohol Free Workplace." In addition, promotion of safe and productive district operations requires that district employees refrain from performing safety-sensitive functions while under the influence of alcohol or drugs. Misuse of alcohol and use of controlled substances by district employees threaten the safety and well-being of those employees, their co-workers, the public, and the students the district is required to nurture and protect.

It is the policy of the district that all personnel engaged in safety-sensitive functions while at work for the district shall be subject to testing and appropriate discipline, up to and including termination, for misuse of alcohol and for use of controlled substances while at work.

The purpose of this policy is to enhance job performance; to minimize threats to the safety and well-being of students, staff, and public; and to reduce fatalities, injuries, and property damage that result from the misuse of alcohol and the use of controlled substances by district employees performing safety-sensitive functions.

Employees who perform safety-sensitive functions shall:

1. Participate in district-provided training concerning the effects and consequences of alcohol misuse and controlled substance use on personal health, general safety, and the work environment; and
2. Participate in the district's alcohol and controlled substance testing program; and
3. Report to work with no controlled substances in their systems and no alcohol concentration above 0.02 in their systems; and
4. Perform safety-sensitive functions with no controlled substances and no alcohol concentration above 0.02 in their systems.

"Safety-sensitive functions" for purposes of this policy, are those safety-sensitive functions identified by the Federal Highway Administration of the Department of Transportation. They include operating commercial motor vehicles; inspecting, servicing, or conditioning commercial motor vehicles; loading, unloading, or supervising or assisting in the loading of such vehicles; and repairing, obtaining assistance for, or remaining in attendance upon disabled vehicles.

This policy is adopted pursuant to and shall be applied consistent with the Federal Highway Administration Regulations, set forth in Title 49, Code of Federal Regulations, Part 382.

The Board hereby directs the Superintendent to appoint a Program Coordinator, who shall be responsible for administering the program; and further, the Board directs the Superintendent to implement the program and to maintain the appropriate District Program Regulations.

Legal Reference: Federal Omnibus Transportation
Employee Testing act 1991

Title 49, Code of Federal Regulations
Part 382

Board Policy 4090: All Personnel: Drug-Free Workplace

Board Policy 4219: Classified Discipline

Policy Adopted: December 12, 1995