

Policy # 45

Alcohol and Drug Testing of Bus Drivers

I Purpose

To establish a District-based alcohol and drug testing program to help prevent accidents and injuries resulting from the misuse of alcohol and drugs by covered drivers of commercial motor vehicles in compliance with the Federal Department of Transportation Regulations promulgated in Rule 49 CFR Part 40, and 49 CFR Part 382, and promulgated under the Omnibus Transportation Employee Testing Act of 1991, enacted October 28, 1991.

II Applicability

This policy applies to all District employees who operate commercial motor vehicles and are subject to the commercial drivers license (CDL) requirements of the Code of Federal Regulations promulgated under the Omnibus Transportation Act.

The Superintendent of Schools shall promulgate appropriate administrative procedures that will fulfill the following objectives:

III Objectives

1. To establish rules and procedures to deter all illegal drug use, and deter on-duty, pre-duty and post-accident alcohol use, as well as on-duty alcohol impairment stemming from pre-duty use, for all covered drivers who perform safety sensitive functions;
2. To detect and eliminate the possibility that District covered drivers will perform safety-sensitive functions after testing positive for alcohol or drugs;
3. To comply with applicable federal and state laws, including the Omnibus Transportation Employee Testing Act of 1991;
4. To provide reasonable measures for the early detection of personnel not fit to perform activities within the scope of the policy;
5. To maintain a workplace free of drugs and alcohol;
6. To inform employees through education, in-service training and other appropriate forums, about illegal drugs, and alcohol abuse, their use, possession, distribution, and the effects of such substances.

The Board of Education shall designate the Medical Review Officer (MRO) on an annual basis.

Any violation of the policy or procedures will result in removal from any safety-sensitive functions in accordance with the Department of Transportation requirements and other discipline may be imposed.

First Reading: September 27, 1995

Second Reading: October 11, 1995

Adopted by the
Board of Education: October 11, 1995

Reviewed: March 1, 2006

Reviewed: April 5, 2017