

ALCOHOL & CONTROLLED SUBSTANCE TESTING

GBCCB-R

*(As Required by the Omnibus Transportation
Employee Testing Act of 1991)*

Crook County School District #1 recognizes that the influence and/or use of drugs, including alcohol, is capable of threatening the safety, welfare and well-being of both students and other employees and will not be tolerated. The safety and security of Crook County School District #1 employees and students will be maintained as a high priority and Crook County School District #1 is committed to providing an alcohol and drug-free work environment for the safety of its students and employees.

The possession, use, transfer, and/or sale of alcohol and/or any illegal drug or controlled substances while on duty or on school district property is strictly prohibited. Being under the influence of alcohol and/or any illegal drugs or controlled substances while on duty or otherwise contrary to the policies established herein is also strictly prohibited.

The U.S. Department of Transportation regulations require testing for five (5) drugs, to-wit: marijuana, cocaine, opiates, amphetamines, and phencyclidines. The drug testing requires a split urine sampling of each CDL employee (two urine samples taken at the same time). The regulations also call for an alcohol test using an evidential breath test (EBT) device similar to the kind used by law enforcement agencies. The regulations also specify five (5) types of drug and alcohol testing for all school district employees who are required to have a CDL and these include pre-employment testing, random testing, post-accident testing, return to duty/follow-up testing, and reasonable suspicion testing.

The procedures and circumstances under which alcohol and/or drug testing are to be conducted by Crook County School District #1 are more specifically addressed and set forth in regulation.

TESTING FOR CONTROLLED SUBSTANCES

A. Pre-Employment Testing

Will require all applicants it intends to hire to be tested for the use of controlled substances as a pre-qualification condition. Applicants who test positive for the use of controlled substances, or who refuse to submit to such testing, will be disqualified from further hiring consideration.

B. "Reasonable Cause" Testing

Will require current employees to submit to testing for controlled substances and alcohol when it believes there is "reasonable cause" to suspect a violation of this policy. "Reasonable cause" includes irrational or unusual behavior; reporting to work in an apparent unfit condition; and, conduct of a similar nature.

C. Post-Accident/Injury Testing

When a driver is involved in an accident while driving a school vehicle, on either public or private property, the driver shall immediately notify his/her supervisor. The supervisor will determine if a replacement driver is needed and if a drug test is warranted. If testing is warranted, the driver will report, as soon as practical, for the appropriate drug and/or alcohol testing. A driver

failing to notify his/her supervisor will face the same consequences as if he/she had tested positive for a drug or alcohol test. Consequences could result in suspension and/or possible termination.

CCSD#1 will cover the cost of testing if the results are negative. If the driver refuses to be tested, he/she will be treated as if the results are positive. If the drug and/or alcohol test results are positive, the driver will be required to pay for testing and removed from his/her safety sensitive position. An additional consequence could result in termination without further recourse.

D. Random Testing

Federal regulations also require random testing of drivers for controlled substances. The regulations specify that such tests must equal or exceed 50% of the total number of drivers on an annual basis. All drivers will be required to submit to testing for controlled substances under testing procedures established by Crook County School District #1.

PENALTIES FOR VIOLATIONS

Drivers found to be in violation of any part or parts of this Anti-Drug Program will be removed from their safety-sensitive position and may be terminated without further recourse.

CONSENT

I have received, read, and understand Crook County School District #1's Anti-Drug Plan, and I understand that compliance with the Anti-Drug Plan is a term and condition of employment. I understand that failure or refusal to cooperate fully, sign any required documents, submit to any requested or recommended tests, will constitute grounds for immediate termination. I agree to follow and abide by Crook County School District #1's Anti-Drug Plan.

Employee's Signature

Date

Employee's PRINTED Name

Witness Signature