

TRANSPORTATION EMPLOYEE DRUG AND ALCOHOL TESTING

In an effort to ensure the safe operation of Bonneville Joint School District No. 93 commercial motor vehicles, the Board of Trustees requires that transportation employees shall not be impaired by alcohol or by prescription or nonprescription drugs while on duty. To verify compliance with this requirement, both current and prospective Transportation Department employees shall be required to submit to drug and alcohol testing. When administering such testing, the District Transportation Manager shall adhere to all provisions of state and federal law.

Guidelines

Notice Requirements

1. Copies of this policy and associated procedures and forms shall be made available to all prospective and current transportation employees.
2. Prior to the performance of a drug or alcohol test, applicants and employees shall be informed that such testing is required by Title 49, Code of Federal Regulations, Part 382 Department of Transportation Controlled Substance and Alcohol Use and Testing.

Possession and/or Use of Prescription Medication or Over-the-Counter Drugs

1. Possession of a valid prescription or over-the-counter drug for medical reasons does not constitute a violation of policy.
2. Use of an over-the-counter drug or prescription medication shall not constitute a violation so long as:
 - a. the over-the-counter drug or prescription medication does not affect the employee's ability to function on the job;
 - b. a prescription for medication is written for the applicant or the employee; and
 - c. the prescription medication is used compliant to a physician's instructions.

Prohibited Employee Conduct

Transportation employees shall not:

1. Use alcohol or any drug(s) that could affect performance on the job, including use:
 - a. within four (4) hours of reporting to work, and

- b. during any period of time the employee is on duty, or
 - c. during the eight (8) hours following an accident.
2. Report to work or remain on the job while having a blood alcohol concentration (BAC) of .02 or greater.
 3. Use any medication prescribed for another person.
 4. Possess, use, purchase, sell, or distribute any illegal drugs or drug paraphernalia during work hours, on any District property, in a District motor vehicle, or while on school business, or school-related functions.
 5. Use, manufacture, purchase, possess, sell, or distribute illegal drugs, or drug paraphernalia while off the job.
 6. Refuse to take a test for the presence of drug(s) and/or alcohol when requested to do so.

Testing

1. The District may/shall test for any of the following reasons:
 - a. Pre-Employment;
 - b. Random Screening;
 - c. Reasonable Suspicion;
 - d. Post-Accident; and/or
 - e. Return to Duty and/or follow up screening.

DEFINITIONS:

Drugs or Illegal Drugs: means a controlled substance as defined in Schedules I through V of Section 202 of the Controlled Substances Act found in Chapter 27, Title 37 Idaho Code.

Testing: Includes breath, saliva, urine, and/or blood sample(s) for drugs and alcohol.

Adopted: 11-12-1997

Reviewed:

Revised: 01-01-1998
09-12-2007
04-11-2018

NON-INSTRUCTIONAL

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Cross Reference: Drug Free School Zone #3300
Smoking or Use of Tobacco Products and Nicotine Innovations #5310
Drugs and Alcohol Free Workplace #5320
Drug and Alcohol Free Workplace Letter #5320F
Use of District Owned Vehicles #8165

Legal Reference: Title 49, Code of Federal Regulations, Part 382 Department of Transportation
Controlled Substance and Alcohol Use and Testing
Title 49, Code of Federal Regulations, Part 655 Prevention of Alcohol Misuse and
Prohibited Drug Use in Transit Operations