

## Employees

Series 400

Policy Title: Drug and Alcohol Testing Program

Code No. 403.6

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, Jill Lamoureux at the District Business Office located at the Greene County Administration Building, 101 Ram Drive in Jefferson (515/386-4599).

Employees who violate the terms of this policy are subject to discipline up to and including termination.

It is the responsibility of the superintendent to develop administrative regulations to implement this policy in compliance with the law. The superintendent shall inform applicants of the requirement for drug and alcohol testing in notices or advertisements for employment.

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

Date of Adoption:  
January 8, 2014

Legal References (Code of Iowa):  
American Trucking Association, Inc., v. Federal Highway Administration, 51 Fed. 3rd 405 (4th Cir. 1995). 49 U.S.C. §§ 5331 et seq. (1994). 42 U.S.C. §§ 12101 (1994). 41 U.S.C. §§ 701-707 (1996). 49 C.F.R. Pt. 40; 382; 391.81-123 (1994). 34 C.F.R. Pt. 85 (1996). 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; 321.375(2); 730.5 (1997).

Date Amended:  
June 16, 2021

Related Administrative Rules and Regulations:  
403.5 Substance-Free Workplace  
408.1 Certified Employee Personal Illness  
413.2 Classified Employee Personal and Family Illness

Date Reviewed:  
November 14, 2022