

BARNEVELD SCHOOL DISTRICT

ALCOHOL AND DRUG – BUS DRIVERS

The Barneveld School District is dedicated to providing safe and efficient service to our students, staff, and community. The goal of the Barneveld School District is to provide our employees with a workplace environment which promotes health and safety. The Barneveld School District will not tolerate unauthorized use, abuse, possession or sale of controlled substances or alcohol by its students or staff.

This policy applies to all vehicle operators when on duty; whenever performing, or just about to perform, a safety-sensitive function. The policy includes any work location, vehicle, property or office which is serviced or used by the Barneveld School District; or any client of the Barneveld School District which could include District owned, rented or leased vehicles on the property of the Barneveld School District; or any client of the district and/or vehicles of visitors, leased, part-time or contract personnel on district premises.

The term “illicit drugs” is meant to include any and all illegal drugs, including so-called look-alike and designer drugs; legally obtained drugs which are used in a manner other than that prescribed by a physician; and any substance which can affect a person’s perceptions or motor functions.

The persons affected by this policy will be tested for substances as required by state and federal school bus regulations.

Pre-Employment

All offers by the Barneveld School District to hire an applicant for a driver position are conditioned upon meeting the state and federal school bus regulations.

Reasonable Suspicion Testing

Each driver is required to submit to a drug and/or alcohol test whenever the Barneveld School District has reasonable suspicion to believe that the driver has used drugs and/or alcohol in violation of DOT regulations and/or this policy.

Random Testing

The Barneveld School District is required to perform random drug and alcohol testing of all covered employees as per State and Federal law. Every driver will have an equal chance to be selected each and every time a selection is conducted.

Any driver who tests positive or who refuses to submit to a test will be considered to be medically unqualified to drive and/or perform any other safety sensitive function and will be subject to disciplinary action, up to and including discharge.

Post-Accident Testing

A driver who has an accident while performing a safety-sensitive function must submit to a post-accident drug and alcohol test as soon as possible if it is required by state or federal law.

A post-accident drug and alcohol test is required whenever a driver receives a citation for a moving violation involving the accident and either: (i) a person is injured because of the accident and injuries require immediate medical attention to the person away from the accident scene; or (ii) one or more motor vehicles involved in the accident receive disabling damage and must be removed from the accident scene by a tow vehicle or another vehicle.

Test Procedures and Confidentiality

To ensure the integrity and accuracy of each test, all specimen collection, analysis, and laboratory procedures will be performed in accordance with DOT protocols and safeguards as set forth in part of the Federal Code of Regulations.

Collection Procedures

All drug tests will be administered using procedures required by DOT.

This policy is not intended to prohibit the use of medication legally prescribed by a licensed physician, who is familiar with the driver's medical history and specific safety-sensitive duties, and who has advised the driver that the prescribed medication will not adversely affect the driver's ability to operate a motor vehicle. Medications for someone other than the driver, however, will not be considered lawfully used when taken by the driver under any circumstances.

Alcohol

- (1) No employee shall consume an intoxicating beverage, regardless of its alcoholic content, or be under the influence of an intoxicating beverage, within 4 hours before going on duty or operating, or having physical control of, or performing any safety-sensitive function; or
- (2) Consume an intoxicating beverage regardless of its alcoholic content, be under the influence of an intoxicating beverage, or have any measured alcohol concentration or

- any detected presence of alcohol, while on duty, or operating, or in physical control of a Barneveld School District vehicle, or while performing any safety-sensitive function; or
- (3) Be on duty, or operate, or in physical control of a Barneveld School District vehicle, or perform any safety-sensitive function while in possession of an intoxicating beverage (including medications which contain alcohol) regardless of its alcoholic content.

Drug and Alcohol Information

Any driver who engages in any conduct prohibited under this Policy will be provided with information regarding resources available to evaluate and resolve a drug or alcohol problem. This information will provide names, addresses and telephone numbers of substance abuse professionals, counseling and treatment programs available in the area.

The Barneveld School District does not discriminate on the basis of sex, race, color, religion, creed, age, national origin, ancestry, pregnancy, marital status, sexual orientation, gender identity or disability.

Legal Reference: Chapter 961, Section 125.09, Wisconsin Statutes Drug-Free Workplace Act of 1988 34 CFR Part 85, Subpart F (Regulations Implementing Drug-Free Workplace Act)

Cross Reference: 443.4 Student Alcohol and Drug Use
522.1 Alcohol and Drug – Employee
830 Public Use of Facilities
831 Tobacco Use

Adopted: July 11, 2012

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