

CHAPTER 6.00 - PERSONNEL

6.452

Drug and Alcohol Abuse Testing

POLICY:

The Superintendent may use testing as one (1) of several means of enforcing the district Alcohol and Drug-free Workplace Policy (S.B. Policy 6.45). Testing will be conducted in the manner listed below and as allowed by law.

(1) Applicants:

All applicants may be required to take and pass pre-employment drug and alcohol testing as a prerequisite to consideration for employment.

(2) Employees:

All employees may be subject to drug and alcohol testing under the following circumstances:

- (a) When an employee is involved in a serious equipment, vehicular work-related or other workers compensation accident.
- (b) When two (2) or more supervisory employees have reported to the Superintendent, or the Superintendent has reasonable suspicion to believe any employee is in violation of School Board Policy 6.45.
- (c) As part of any medical examination required by the Dixie District School Board (DDSB).
- (d) Unless prohibited by applicable law, the DDSB reserves to the Superintendent the right to test any and all employees for possible violations of School Board Policy 6.45 with or without prior announcement on a random basis as selected by the Superintendent when such testing is appropriate and beneficial to the safety and interests of the DDSB, employees, students and the public it serves.

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(3) Responsibilities:

- (a) Employees and job applicants have the right to consult with the testing laboratory for technical information regarding prescription and non-prescription medications. The name, address and telephone number of the testing laboratory shall be provided to employees and applicants upon request.
- (b) All test results will be kept confidential to the extent allowed by law and will only be provided to employees on an as need-to-know basis.
- (c) Employees who violate School Board Policy 6.45 or fail appropriate drug and alcohol testing or refuse appropriate drug and alcohol testing may be subject to actions outlined in School Board Policy 6.45.
- (d) The Superintendent shall determine if an employee in violation of School Board Policy 6.45 can or cannot perform the functions of the employee's job while receiving rehabilitative assistance.
- (e) Unless the law or DDSB Policy provide otherwise the cost of any assistance or rehabilitation not covered by Group Medical and Health Insurance provided by the DDSB shall be borne by the employee.
- (f) All self-referrals and referrals by management once reported to the Superintendent and approved for assistance shall be referred to the Personnel Director for assistance in acquiring rehabilitation services.

STATUTORY AUTHORITY : 1001.41; 1001.42; 1001.51; 1012.23; 893.01, F.S.

LAWS IMPLEMENTED: 1001.41; 1001.43; 1012.795; 21 U.S.C. 812.21 CFR 1308.11-15; 34 CFR Part 85. Subpart F; FER CFR Part 40; 49 CFR, Part 382.

History:

Adopted: February 8, 2005 Revision Date(s): Formerly:
