

Policy

Board of Education Randolph

OPERATIONS
NO. 813.0

Drug and Alcohol Testing For School Bus Drivers

The Randolph Township School District shall adhere to federal laws and regulations regarding school bus driver drug and alcohol testing programs. The program will be implemented beginning January 1, 1996.

School bus drivers shall be subject to a drug and alcohol testing program that fulfills the requirements of the Code of Federal Regulations Title 49, Part 382. Pursuant to 49 CFR 382.107 a driver subject to drug and alcohol testing is any person who operates a commercial motor vehicle, including casual or intermittent drivers. Other persons who drive vehicles utilizing a Commercial Driver's License (CDL) in a safety-sensitive position are likewise subject to the drug and alcohol testing program (49 CFR 382.103). Testing procedures and facilities used for the tests shall conform with the requirements of the Code of Federal Regulations Title 49, Section 40 et seq.

Definitions

Blind Sample - a urine sample submitted to a laboratory for quality control testing purposes and which is "spiked" with a specific drug or which is "blank" and contains no drugs.

Collection Site Person - makes a screening examination of urine specimens.

Commercial Motor Vehicle ("CMV") - includes vehicles designed to transport 16 or more passengers, including the driver.

Confirmation Test - a test which follows the screening test and identifies the presence of drugs or alcohol.

Driver - Any person who operates a commercial motor vehicle or is required to hold a CDL in order to perform their job.

Drugs - refers to marijuana, cocaine, opiates, phencyclidine and amphetamines. The term "drugs" and "controlled substances" are used interchangeable in the regulations.

Medical Review Officer ("MRO") - a licensed physician who receives laboratory results and is qualified to interpret and evaluate an individual's confirmed positive test results.

Safety Sensitive Function - includes all time from the time a driver begins to work or is required to be in readiness to work until the driver is relieved from work, including time spent at the controls of a CMV.

Screening Test - an initial alcohol or drug test performed to determine if a second confirmation test should be performed.

Drug tests shall be conducted before the first time a driver performs any safety-sensitive function for the district. (49 CFR 382.301). Safety-sensitive functions include all on-duty functions performed from the time a driver begins work or is required to be ready to work until he/she is relieved from work and all responsibility for performing work. It includes driving; waiting to be dispatched; inspection and servicing equipment; supervising, performing or assisting in loading and unloading; repairing or obtaining and waiting for help with a disabled vehicle;

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performing driver requirements related to accidents; and performing any other work for the district or paid work for any other entity (49 CFR 483.107,395.2).

1. Pre-employment Testing

The test shall be required of an applicant only after he/she has been offered the position. Exceptions may be made for drivers who have had the alcohol test required by law within the previous six months and participated in the drug testing program required by law within the previous 30 days, provided that the district has been able to make all verifications required by law (49 CFR 382.301).

2. Post-accident Testing

Alcohol and controlled substance tests shall be conducted as soon after a CMV accident as practicable on any driver:

- a) Who was performing safety-sensitive functions with respect to the vehicle, if the accident involved loss of human life; or
- b) Who receives a citation under state or local law for a moving traffic violation arising from the accident (49 CFR 382.303).

Driver shall make themselves readily available for testing or may be deemed to have refused to submit to such testing, absent the need for immediate medical attention (49 CFR 382.303). No such driver shall use alcohol for eight hours after the accident, or until after he/she undergoes a post-accident alcohol test, whichever occurs first (49 CFR 382.209). If an alcohol test is not administered within two hours or if a drug test is not administered within 32 hours, the district shall prepare and maintain records stating the reason for not performing the test. Tests will not be given if not administered within eight hours after the accident for alcohol or within 32 hours for drugs. Tests conducted by authorized federal, state or local officials will fulfill post-accident testing requirements provided they conform to applicable legal requirements and are obtained by the district. Breath tests will validate only the alcohol test and cannot be used to fulfill controlled substance testing obligations (49 CFR 382.303).

3. Random Testing

Tests shall be conducted on a random basis at unannounced times throughout the year. Tests for alcohol shall be conducted just before, during or just after the performance of safety-sensitive functions. The number of random alcohol tests annually must equal 25% of the average number of driver positions. The number of random drug tests annually must equal 50% of the average number of driver positions. Drivers shall be selected by a scientifically valid random process, and each driver shall have an equal chance of being tested each time selections are made (49 CFR 382.305). Random tests must be unannounced and spread reasonably throughout the year.

Drivers who are notified that they have been selected for random testing must proceed to the test site immediately. If a driver is performing safety-sensitive functions at the time of notification, the driver must cease the performance of safety-sensitive functions and proceed to the test site as soon as possible. A driver may only be tested for alcohol during, just before or just after the performance of safety-sensitive functions.

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4. Reasonable Suspicion Testing

Tests shall be conducted when a supervisor or district official trained in accordance with law has reasonable suspicion that the driver has violated the district's alcohol or drug prohibitions. This reasonable suspicion must be based on specific, contemporaneous, articulable observations concerning the driver's appearance, behavior, speech or body odors. The observations may include indications of the chronic and withdrawal effects of controlled substances (49CFR 382.307).

Alcohol tests are authorized for reasonable suspicion only if the required observations are made during, just before or just after the period of the work day when the driver must comply with alcohol prohibitions. An alcohol test may not be conducted by the person who determines that reasonable suspicion exists to conduct such a test. If an alcohol test is not administered within two hours of a determination of reasonable suspicion, the district shall prepare and maintain a record explaining why this was not done. Attempts to conduct alcohol tests shall terminate after eight hours (49CFR 382.307).

A driver performing safety-sensitive functions shall not report for duty or remain on duty while impaired by alcohol. An employer shall not permit such a driver to perform safety-sensitive functions until (i) an alcohol test is administered which results in a concentration less than 0.02; or (ii) 24 hours have elapsed following the reasonable suspicion determination based on alcohol 49CFR 382.307(e)(2). Except for the actions permitted by this section I(C)(4), an employer shall not take any action against a driver with respect to alcohol use in the absence of an alcohol test unless the employer has such authority independent from these regulations 49CFR 382.307(e)(3).

A supervisor or district official who makes observations leading to a controlled substance reasonable suspicion test shall make a written record of his/her observations within 24 hours of the observed behavior or before the results of the drug test are released, whichever is earlier (49 CFR 382.307).

5. Referral, Evaluation and Treatment

Any driver who refuses to submit to a post-accident, random, reasonable suspicion or follow-up tests shall not perform or continue to perform safety-sensitive functions (CFR 382.211).

Drivers who test positive for alcohol or drugs shall be subject to disciplinary action up to and including dismissal.

A driver who violates district prohibitions related to drugs and alcohol shall receive from the district the names, addresses and telephone numbers of substance abuse professionals and counseling and treatment programs available to evaluate and resolve such a problem. Any substance abuse professional who determines that a driver needs assistance shall not refer the driver to a private practice, person or organization in which he/she has a financial interest, except under circumstances allowed by law (49 CFR 382.605).

6. Return to Duty Testing

An employee identified as needing help in resolving a drug or alcohol problem shall be evaluated by a substance abuse professional to determine that he/she has properly followed the prescribed rehabilitation program and shall be subject to unannounced follow-up tests after returning to duty (49 CFR 382.605).

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A drug or alcohol test shall be conducted when a driver who has violated the district's drug or alcohol prohibition returns to performing safety-sensitive duties (49 CFR 382.309).

Employees whose conduct involved drugs cannot return to duty in a safety-sensitive function until the return-to-duty tests produce a verified negative result (49 CFR 382.605).

Employees whose conduct involved alcohol cannot return to duty in a safety-sensitive function until the return-to-duty test produces a verified result that meets federal and district standards.

7. Follow-up Testing

A driver who violates the district's drug or alcohol prohibition and is subsequently identified by a substance abuse professional as needing assistance in resolving a drug or alcohol problem shall be subject to unannounced follow-up testing as directed by the substance abuse professional in accordance with law. Follow-up alcohol testing shall be conducted just before, during or just after the time when the driver is performing safety-sensitive functions (49 CFR 382.311).

8. Test Results, Record Retention and Confidentiality

Employee drug and alcohol test results and records shall be maintained under strict confidentiality and released only in accordance with law. Upon written request, a driver shall receive copies of any records pertaining to his/her use of drugs or alcohol tests, including any records pertaining to his/her drug or alcohol tests. Records shall be made available to a subsequent employer or other identified persons only as expressly requested in writing by the driver (49 CFR 382.405).

9. Information Training and Referral

Each driver shall receive educational materials that explain the requirements of the Code of Federal Regulations Title 49, Part 382, together with a copy of the district's policy and regulations for meeting these requirements. Representatives of employee organizations shall be notified of the availability of this information. The information shall identify:

- a. The person designated by the district to answer driver questions about the materials;
- b. The categories of drivers who are subject to the Code of Federal Regulations Title 49, Part 382;
- c. Sufficient information about the safety-sensitive functions performed by drivers to make clear what period of the work day the driver is required to comply with Part 382;
- d. Specific information concerning driver conduct that is prohibited by Part 382;
- e. The circumstances under which a driver will be tested for drugs and/or alcohol under Part 382;
- f. The procedures that will be used to test for the presence of drugs and alcohol, protect the driver and the integrity of the testing processes, safeguard the validity of test results and ensure that test results are attributed to the correct driver;
- g. The requirement that a driver submit to drug and alcohol tests administered in accordance with Part 382;

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- h. An explanation of what constitutes a refusal to submit to a drug or alcohol test and the attending consequences;
- i. The consequences for drivers found to have violated the drug and alcohol prohibitions of Part 382, including the requirement that the driver be removed immediately from safety-sensitive functions and the procedures for referral, evaluation and treatment;
- j. The consequences for a driver found to have an alcohol concentration of 0.02 or greater but less than 0.04; and
- k. Information concerning the effects of drugs and alcohol on an individual's health, work and personal life; signs and symptoms of a drug or alcohol program (the driver's or a co-worker's); and available methods of intervening when a drug or alcohol problem is suspected, including confrontation, referral to an employee assistance program and/or referral to management (49 CFR 382.601).

Drivers shall also receive information about legal requirements district policies and disciplinary consequences related to the use of alcohol and drugs.

Each driver shall sign a statement certifying that he/she has received a copy of the above materials (49 CFR 382.601).

Before any driver operates a commercial motor vehicle, the district shall provide him/her with post-accident procedures that will make it possible to comply with post-accident testing requirements (49 CFR 382.303).

Before drug and alcohol tests are performed, the district shall inform drivers that the tests are given pursuant to the Code of Federal Regulations, Title 49, Part 382. This notice shall be provided only after the compliance date specified in law (49 CFR 382.113).

The district shall notify a driver of the results of a pre-employment drug test if the driver requests such results within 60 calendar days of being notified of the disposition of his/her employment application (49 CFR 382.411).

The district shall notify a driver of the results of random, reasonable suspicion and post-accident drug tests if the test results are verified positive. The district shall also tell the driver which controlled substance(s) were verified as positive (49 CFR 382.411).

Drivers shall inform their supervisors if at any time they are using a controlled substance which their physician has prescribed for therapeutic purposes. Such a substance may be used only if the physician has advised the driver that it will not adversely affect his/her ability to safely operate a commercial motor vehicle (49 CFR 382.213).

DATE ADOPTED: February 12, 1996