

SECTION: OPERATIONS

TITLE: DRUG/ALCOHOL TESTING - COVERED BUS DRIVERS

ADOPTED: JANUARY 17, 2013

REVISED: JANUARY 10, 2013

DELAWARE VALLEY SCHOOL DISTRICT

810.1. DRUG/ALCOHOL TESTING - COVERED BUS DRIVERS	
1. Purpose	The Board recognizes that the use and abuse of drugs and alcohol is a serious problem that may be present in the workplace. The Board also recognizes that an employee impaired by drugs or alcohol who operates district vehicles or transports students poses significant risks to the safety of students and others.
2. Definition	A covered bus driver shall mean any district, leased or contracted employee hired as a bus driver who drives any school vehicle. The phrase includes bus drivers who operate such vehicles, including full-time and part-time employees, leased bus drivers, independent owner-operator contractors and contracted bus drivers who are either directly employed by or under lease to the district or who operate any vehicle owned, leased by the district or contracted to the district.
3. Authority SC 510 49 CFR Sec. 382.305	In accordance with its authority and responsibility, the Board adopts this policy to comply with federal regulatory mandates and to establish programs and practices designed to help prevent accidents and injuries resulting from misuse of drugs and alcohol by covered bus drivers employed by the district. The Board prohibits a covered bus driver from reporting or remaining on duty while using or possessing alcohol, having an alcohol concentration of 0.02 or greater, or within four (4) hours after using alcohol.
49 CFR Sec. 382.305	The Board prohibits a covered bus driver from reporting or remaining on duty while using any drugs or testing positive for drugs. Hemp product consumption is not an acceptable alternative medical explanation for a positive marijuana result. An exception shall be made for an employee with a physician's written instructions advising the driver that the prescribed substance will not adversely affect the employee's ability to safely operate a commercial motor vehicle.
4. Guidelines	Staff shall be required to undergo testing for drugs and alcohol, as required by law. The district shall require covered bus drivers to submit to the following tests: pre-employment, random, post-accident, reasonable suspicion, return-to-work and

<p>5. Delegation of Responsibility</p>	<p>follow-up.</p> <p>Consistent with contractual, legal and constitutional requirements, a determination shall be made as to the appropriate disciplinary action to be imposed upon a covered bus driver who violates any of the prohibitions or mandates set forth in Board policy or procedures. Nothing in this policy shall limit the district's authority to impose discipline, including discharge.</p> <p>The Superintendent or designee shall develop procedures to implement this policy and the requirements of law which include the following components:</p> <ol style="list-style-type: none">1. Contracts with a qualified medical review officer and substance abuse professional and a certified laboratory.2. Establishment of procedures for required testing for covered bus drivers.3. Maintenance of the confidentiality of all aspects of the testing process.4. Delegation of responsibility for monitoring employee compliance with the provisions of Board policy and procedures.5. Designation of an employee responsible for receiving and handling results of drug and alcohol tests.6. Implementation of procedures for the preparation, maintenance, retention and disclosure of records, as required by law.7. Distribution of information and materials relevant to district policies and procedures regarding drug and alcohol testing to affected employees.
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