

SCHOOL DISTRICT OF WAUZEKA-STEUBEN

**EMPLOYEE ALCOHOL AND DRUG TESTING
(Including school bus driver alcohol and drug testing)**

All employees of the School District of Wauzeka-Steuben who are required as a condition of their employment to have a Commercial Driver's License (CDL) and operate a Commercial Motor Vehicle (CMV) are subject to this policy. For the purposes of this policy, the word "employee(s)" shall refer only to those persons subject to the provisions contained herein.

Employees are required to be in compliance with this policy while performing any safety-sensitive function and/or while on duty at their respective departments. Safety-sensitive refers to any on-duty functions as explained in 49 CFR part 395.2 (Federal Register), and included as follows:

1. all time at a shipper or carrier, etc., waiting to be dispatched;
2. all time inspecting equipment;
3. all driving time;
4. all time in or on a CMV except resting time;
5. all time loading or unloading;
6. all time spent performing driver requirements relating to accidents;
7. all time repairing, assisting, or attending a disabled CMV;
8. performing any other work in the employee or service of the District
9. performing any compensated work for the District; and
10. all time spent providing a breath sample or urine specimen, including travel time to and from the collection site, to comply with testing as directed by employer.

Employees are prohibited from performing, and the District is prohibited from using an employee to perform safety-sensitive functions after an alcohol test result indicating a 0.02% or greater Breath Alcohol Concentration (BAC), or a positive controlled substance test result. Employees are prohibited from using alcohol or illegal drugs while on duty, and may not perform safety-sensitive functions within four hours after using alcohol. Additionally, employees required to take a post-accident alcohol test may not use any alcohol until the test is completed, or until eight (8) hours after the accident. If a department has knowledge that an employee has at least a 0.02% BAC, they may not permit the employee to perform or continue to perform safety-sensitive functions. Employees or employers who violate these provisions can be subject to a fine of up to \$10,000 for each offense.

**Legal References: Federal Statutes Omnibus Transportation Employee Testing Act of 1991;
Drug-Free Workplace Act of 1988**

Cross References:

Adoption Date: 1/15/1996

Date Revised: 3/17/2014

Date Reviewed: