

## SAYDEL COMMUNITY SCHOOL DISTRICT

### DRUG AND ALCOHOL TESTING PROGRAM

Employees who operate school vehicles are subject by federal law to drug and alcohol testing if a commercial driver's license is required to operate the school vehicle and the school vehicle transports sixteen (16) or more persons including the driver or the school vehicle weighs twenty-six thousand one (26,001) pounds or more. For purposes of the drug and alcohol-testing program, the term "employees" includes applicants who have been offered a position to operate a school vehicle.

The employees operating a school vehicle as described above are subject to pre-employment drug testing and random, reasonable suspicion, post-accident, return-to-duty, and follow-up drug and alcohol testing. Employees operating school vehicles will not perform a safety-sensitive function within four hours of using alcohol.

Employees governed by this policy will be subject to the drug and alcohol testing program beginning the first day they operate or are offered a position to operate school vehicles and continue to be subject to the drug and alcohol testing program as long as they may be required to perform a safety-sensitive function as it is defined in the administrative regulations.

Employees with questions about the drug and alcohol-testing program may contact either the district's primary or secondary contact person:

Primary Contact Person: Superintendent of Schools  
5740 NE 14<sup>th</sup> Street  
Des Moines, Iowa 50313  
(515) 264-0866

Secondary Contact Person: Director of Student Services  
5740 NE 14<sup>th</sup> Street  
Des Moines, Iowa 50313  
(515) 264-0866

Employees who violate the terms of this policy may be subject to discipline up to and including discharge. Employees who violate this policy may be required to successfully participate in a substance abuse evaluation and, if recommended, a substance abuse treatment program. Employees required to participate in and who fail to or refuse to successfully participate in a substance evaluation or a recommended substance abuse treatment program may be subject to discipline up to and including discharge. A second violation of this policy will result in discharge.

**Approved:** February 17, 1997

**Reviewed:** March 2018

**Revised:** March 2018

**DRUG AND ALCOHOL TESTING PROGRAM CONTINUED**

**Legal Reference:** American Trucking Association, Inc., v. Federal Highway Administration, 51 Fed. 3<sup>rd</sup> 405 Cir. (4<sup>th</sup> 1995).  
49 U.S.C. §§ 5331 et seq. (2012).  
42 U.S.C. §§ 12101 (2012).  
41 U.S.C. §§ 81 (2012).  
49 C.F.R. Pt. 40; 382; 391 (2012).  
34 C.F.R. Pt. 85 (2012).  
Local 301, Internat'l Assoc. of Fire Fighters, AFL-CIO, and City of Burlington, PERB No. 3876 (3-26-91).  
Iowa Code §§ 124; 279.8; 321.375(2); 730.5 (2013).

**Cross Reference:** 403.5 Substance-Free Workplace  
409.2 Licensed Employee Personal Illness Leave  
414.2 Classified Employee Personal Illness Leave

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