

Greene County Schools

Drug and Alcohol Testing for Employees

TRANSPORTATION

All bus drivers, substitute bus drivers, garage employees, deliverymen and custodians will be required to undergo alcohol and drug screening prior to employment.

Applicants will sign an acknowledgment prior to alcohol/drug screening, permitting the summary result to be sent to the director of schools/designee. Refusal to sign the acknowledgment or to submit to alcohol/ drug screening will be considered as withdrawal of the individual's application for employment. The applicant will not be permitted to reapply for employment for at least twelve (12) months.

If alcohol/drug screening shows a confirmed positive result for which there is no current physician's prescription, the job offer will be revoked.

Random alcohol/drug testing will be conducted on an unannounced basis according to DOT guidelines. All school personnel possessing a commercial driver's license shall be notified in writing at the beginning of each school year that they shall be subject to testing for drugs and alcohol.

These personnel shall report to the director of schools and principal the use of any prescription or nonprescription drug that could affect the central nervous system or that would impair reaction time.

Any employee who tests positive is subject to the following disciplinary action:

1. Employees who test positive for the use of prescribed or non-prescribed (over-the-counter) drugs, absent the notice required above, shall be suspended for three (3) working days without pay for each violation of this policy. Re-testing with negative results shall be required as a pre-requisite for reinstatement.
2. Employees who test positive for the use of controlled substances shall be terminated on the first offense.

Post-accident testing will be conducted after accidents on employees whose performance could have contributed to the accident (specifically when the driver has received a citation or an injury/fatality related accident).

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ALL EMPLOYEES

Testing will be conducted when a supervisor observes and documents behavior or appearance of an employee that causes reasonable suspicion of alcohol/drug misuse.

The Board will not provide rehabilitation, pay for treatment, or reinstate any employee who has a confirmed positive result for alcohol or drugs in accordance with the guidelines set forth in this policy and DOT regulations.

All procedures and requirements as stipulated in the DOT rules and regulations regarding alcohol and drug testing will be strictly adhered to, including appropriate record-keeping.