

OLEY VALLEY SCHOOL DISTRICT

SECTION: OPERATIONS

TITLE: DRUG/ALCOHOL TESTING-
COVERED DRIVERS

ADOPTED: November 17, 1999

REVISED: January 28, 2015

TO BE DELETED: First Reading June 11, 2018

<p>1. Purpose</p> <p>2. Authority 49 CFR Sec. 382, 305 24 P.S. Sec. 510</p> <p>Dept. Of Transportation 67 PA Code Sec 71.3</p> <p>Driving Under the Influence 75 PA C.S.A. Sec. 3802</p>	<p style="text-align: center;">810.1. DRUG/ALCOHOL TESTING COVERED DRIVERS</p> <p>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 a covered driver impaired by drugs or alcohol who operates school buses or district vehicles or transports students poses significant risks to the safety of students and others.</p> <p>A covered driver shall include any district employee and/or volunteer who drives, operates or is in the actual physical control or movement of a school bus, school vehicle, or a commercial vehicle owned, leased or operated by the school district and/or a contractor. The term includes drivers and mechanics who operate such vehicles, including full and part time employees, volunteers, leased drivers, and independent owner-operator contractors who are directly employed, approved, or under lease to the school district or who operate a bus, car, or van owned or leased by the district.</p> <p>The Board prohibits a covered driver from consuming alcohol or a controlled substance while operating a school bus or vehicle or otherwise on duty.</p> <p>The Board prohibits a covered driver from reporting for duty, driving, operating or being in the actual physical control of the movement of a school bus or school vehicle under the following circumstances:</p> <ol style="list-style-type: none"> 1. While under the influence of a controlled substance or combination of controlled substances, or the combined influence of alcohol and a controlled substance. 2. After consuming alcohol of a controlled substance within the previous eight (8) hours. 3. While having an alcohol concentration of .04 or greater or after imbibing a sufficient amount of alcohol such that the individual's alcohol concentration is .02 or greater within two (2) hours after operating or being in actual physical control of a school bus or a school vehicle.
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4. After imbibing a sufficient amount of alcohol such that the individual is rendered incapable of safely driving, operating or being in actual physical control of the movement of the vehicle.
5. While using any drugs or testing positive for hemp. An exception shall be made for an employee who submits a physician's written statement that the prescribed substance will not adversely affect the employee's ability to safely operate a school bus or vehicle.

Staff may be required to undergo testing for drugs and alcohol, as required by law. The district may require covered drivers to submit to the following tests: pre-employment, random, post-accident, reasonable suspicion, return to work and follow up.

1. A covered driver who violates Board policy or administrative regulations and test positive for drugs or alcohol shall be terminated from district employment and provided with a list of agencies that provide substance abuse treatment.
2. Consistent with contractual and legal requirements, a determination shall be made as to the appropriate disciplinary action for a covered driver who violates Board policy or administrative regulations. Nothing in this policy shall limit the Board's authority to impose discipline, including discharge.
3. A covered driver who is tested and is found to have an alcohol concentration of .02 or greater shall be suspended without pay until the start of the driver's next regularly scheduled duty period that is at least twenty-four (24) hours following the administration of the test.

The Superintendent shall develop administration regulations to implement this policy and requirements of the law, which may include the following components:

1. Contracts with a qualified medical review officer and substance abuse professional and a certified laboratory.
2. Establishment of procedures for required testing of covered 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 administrative regulations.
5. Designation of an employee responsible for receiving and handling results of drug and alcohol testing.

	<p>6. Implementation of procedures for the preparation, maintenance, retention and disclosure of records, as required by law.</p> <p>7. Distribution to affected employees of information and materials relevant to Board policies and administrative regulations regarding drug and alcohol testing.</p> <p>The Board establishes that all contracted transportation providers shall provide a program of drug and alcohol testing for covered drivers. A statement ensuring such a program shall be included in the contracted agreement.</p>
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