

Drug and Alcohol Testing for Bus Drivers

In accordance with federal law and regulations, the district shall be responsible for implementing a drug and alcohol testing program for school bus drivers through a cooperative agreement with NSA Corporate Services. The contractor shall be responsible for complying with all legal requirements regarding bus driver drug and alcohol testing including pre-employment/pre-duty drug testing, reasonable suspicion, random, post-accident, return-to-duty and follow-up alcohol and drug testing pursuant to procedures set out in the federal regulations.

A driver who is prohibited from performing safety-sensitive functions as a result of drug and alcohol testing may be assigned to non-safety-sensitive functions until such time as the driver complies with the requirements for returning to duty.

The district retains the authority consistent with state and federal law to discipline or discharge any employee who is an alcoholic or chemically dependent and whose current use of alcohol or drugs affects the employee's qualifications for and performance of the job.

The district is not required under federal law requiring drug and alcohol testing to provide rehabilitation, pay for substance abuse treatment or to reinstate the employee. All employment decisions involving reinstatement, termination or dismissal shall be made in accordance with applicable district policies.

August, 2000

LEGAL REFS.: 49 U.S.C. §2717 *et seq.* (Omnibus Transportation Employee Testing Act of 1991)
49 C.F.R. Part 40 Procedures for Transportation Workplace Drug and Alcohol Testing Programs
49 C.F.R. Part 382 Controlled Substance and Alcohol Use and Testing
49 C.F.R. Part 391 Qualification of drivers
C.R.S. 42-2-401 *et seq.* (*Commercial Driver's License Act*)

CROSS REFS.:

Administrative Policies:

EEAEA, Bus Driver Requirements, Training and Responsibilities
GBEC, Drug-Free Workplace (Drug and Alcohol Use by Staff Members)
GDQD, Discipline, Suspension and Dismissal of Support Staff

[Revised March 2006]

Lake County School District R-1, Leadville, Colorado