



**NORTH ALLEGHENY  
SCHOOL DISTRICT**

<b>SECTION:</b>	<b>OPERATIONS</b>
<b>TITLE:</b>	<b>DRUG/ALCOHOL TESTING - COVERED DRIVERS AND GARAGE MAINTENANCE STAFF</b>
<b>ADOPTED:</b>	<b>4/20/16</b>
<b>REVISED:</b>	

**810.1 - DRUG/ALCOHOL TESTING - COVERED DRIVERS**

**Section 1. Purpose**

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 vehicles or transports students poses significant risks to the safety of students and others.

**Section 2. Definitions**

Covered Driver - shall include any employee 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 District or contractor. This includes all garage maintenance staff who service and sometimes operate school buses.

**Section 3. Authority**

- a. In accordance with its authority and responsibility, the Board adopts this policy to comply with federal regulatory mandates and to establish programs and practices designed to help prevent accidents and injuries resulting from misuse of drugs and alcohol by covered drivers employed by the District.
- b. The Board establishes that all contracted transportation providers shall provide a program of drug and alcohol testing for covered drivers. A statement ensuring such program shall be included in the contracted agreement.
- c. The Board prohibits a covered driver from reporting or remaining on duty while using or having an alcohol concentration of 0.02 or greater.
- d. The Board prohibits a covered driver from reporting or remaining on duty while using any drugs or testing positive for drugs. An exception shall be made for an employee with a physician's written instructions advising the driver that the prescribed substance will not adversely affect the employee's

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ability to safely operate a commercial motor vehicle. Hemp product consumption is not an acceptable medical explanation for a positive marijuana result.

**Section 4. Delegation of Responsibility**

The Superintendent or designee shall develop procedures to implement this policy and the requirements of law which include the following components:

- a. Contracts with a qualified medical review officer and substance abuse professional and a certified laboratory.
- b. Establishment of procedures for required testing for covered drivers.
- c. Maintenance of the confidentiality of all aspects of the testing process.
- d. Delegation of responsibility for monitoring employee compliance with the provisions of Board policy and procedures.
- e. Designation of an employee responsible for receiving and handling results of drug and alcohol tests.
- f. Implementation of procedures for the preparation, maintenance, retention, and disclosure of records, as required by law.
- g. Distribution of information and materials relevant to District policies and procedures regarding drug and alcohol testing to affected employees.

**Section 5. Guidelines**

- a. Classified staff shall be required to undergo testing for drugs and alcohol, as required by law. The District shall require covered drivers to submit to the following tests: pre-employment, random, post-accident, reasonable suspicion, return-to-work, and follow-up. The substance screening location is established by the District.
- b. Consistent with contractual, legal, and constitutional requirements, a determination shall be made as to the appropriate disciplinary action to be imposed upon a covered driver who violates any of the prohibitions or mandates set forth in Board policy or procedures. Nothing in this policy shall limit the District's authority to impose discipline, including discharge.
- c. A covered driver who is tested and is found to have an alcohol concentration of 0.02 or greater shall be suspended without pay and shall receive an automatic recommendation to the Board for dismissal.
- d. A covered driver who is drug tested and is found to be positive shall be suspended without pay and shall receive an automatic recommendation to the

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Board for dismissal.

**References:**

School Code – 24 P.S. Sec. 510

Department of Transportation Regulations – 67 PA Code Sec. 71.3

Driving Under the Influence – 75 Pa. C.S.A. Sec. 3802

Controlled Substance and Alcohol Testing, Title 49, Code of Federal  
Regulations – 49 CFR Part 382

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