

NEW TO RCSD

Policy 4312.41: Employee Drug Testing

Administrative and Supervisory Personnel

The Governing Board maintains a drug- and alcohol-free workplace. In accordance with law, all employees shall render service without using, possessing, being impaired by, or being under the influence of alcohol or drugs.

Pre-Employment Drug/Alcohol Testing for Safety-Sensitive Positions

Because students and staff have the right to a safe and secure campus where they are free from physical and psychological harm, the **Governing** Board authorizes the testing of prospective employees in safety-sensitive positions for drug and alcohol use. The following positions are safety-sensitive and are subject to the district's program:

<u>Position</u>	<u>Safety-Sensitive Duties</u>
School Bus Drivers:	Transportation of Students
Van Drivers:	Transportation of Students
Transportation Manager:	Transportation of Students
Driver/Dispatcher:	Transportation of Students
Lead Mechanic:	Transportation of Students
Mechanic:	Transportation of Students

Once a conditional offer of employment has been made, prospective employees in these identified positions shall undergo a pre-employment drug and alcohol screening for any substance which could impair their ability to safely and effectively perform their job functions. This screening shall be part of the employee's pre-employment physical examination.

Final selection of a job applicant for a position shall not be made until the applicant has successfully completed the screening.

All testing and medical examinations shall be conducted in accordance with state and federal law, Board policy, and administrative regulation.