

OLDHAM COUNTY BOARD OF EDUCATION POLICY

ALCOHOL AND CONTROLLED SUBSTANCE POLICY FOR BUS DRIVERS 8050

Relates to: 8050F

DEFINITIONS

"Drugs" refers to controlled substances as prohibited by the Federal Omnibus Transportation Employees Testing Act of 1991, including but not limited to marijuana, cocaine, opiates, amphetamines, and phencyclidine (PCP).

"Alcohol" refers to the intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohol's, including but not limited to, methyl and isopropyl. Alcohol use includes the consumption of any beverage, mixture, or preparation, including any medication containing alcohol.

USE PROHIBITED

All employees subject to commercial driver's license (CDL) requirements shall be prohibited from:

1. The use of drugs, unless a written prescription from a licensed doctor or osteopath is provided;
2. The use of alcohol:
 - a. while on duty;
 - b. four (4) hours before driving;
 - c. eight (8) hour following an accident; or
 - d. consumption resulting in prohibited levels of alcohol in the system

TESTING

All covered applicants and employees shall be subject to pre-employment/pre-duty drug and alcohol testing; including reasonable suspicion, random and post-accident testing. Return-to-duty and follow-up testing shall also be required.

All offers of employment with the Oldham County Board of Education shall be made contingent upon testing results. An applicant who tests positive shall not be employed.

Applicants who refuse drug and alcohol testing shall not be considered for employment.

Current employees who test positive shall be subject to immediate disciplinary action up to and including dismissal in accordance with board policy and administrative policy. Employees who test positive shall be notified of referral services. Additionally, employees shall be subject to CDL prohibitions and penalties under the Omnibus Act and applicable Federal Motor Carrier Safety Regulations.

TESTING COST

Pre-employment drug and alcohol testing costs shall be paid for by the Oldham County Board of Education. All current employee drug and alcohol testing including reasonable suspicion, random and post-accident testing costs shall be paid for by the Oldham County Board of Education.

IMPLEMENTATION

This policy shall be implemented in accordance with Federal Motor Carrier Regulations 382, "Section 101 through 605" last amended 1997.

Drivers shall immediately report to the Superintendent or his designee any revocation of their license or conviction for driving under the influence or reckless driving.