

DRUG/ALCOHOL TESTING POLICY

In compliance with the mandate of the United States Department of Transportation, school bus drivers employed by the Jackson School District will be required to submit to random drug/alcohol screens in accordance with the Rules and Regulations promulgated by that department.

A. Illegal Drugs

The New Hampshire Occupational Health Alliance shall conduct all mandatory drug testing on new drivers hired after January 1, 1996. The facilities to be used shall employ a lab certified by the National Institute on Drug Abuse to screen the urine samples collected and delivered to them.

Drug testing will be random, with employee numbers being drawn from a general pool. Arrangements will be made with Memorial Hospital so that these employees will go directly to the hospital for a urine test when their number is drawn.

If the District/Supervisor develops a reasonable basis to suspect that an employee is in violation of this policy, the employee will be required to submit to a drug screen.

The use, possession, sale or transfer of illegal drugs, on or off the job will be cause for disciplinary action, up to and including termination.

Refusal to participate in a drug screen, whether selected randomly or for cause, will result in immediate termination.

The New Hampshire Occupational Health Alliance will keep all files and information on drug testing. This information will be strictly confidential. S.A.U. #9 will be advised only if an employee fails the drug test.

B . Alcohol

Because alcohol is a legal substance, the rules define specific prohibited alcohol related conduct. Performance of safety sensitive functions is prohibited while having a breath alcohol concentration of 0.02 percent or greater, while using alcohol, or within four hours after using alcohol.

Alcohol tests are required for Post-Accidents, Reasonable Suspicion and Random.

For random testing employee numbers will be drawn from a pool. Arrangements will be made with Memorial Hospital so that these employees will go directly to the hospital for a breath test when their number is drawn.

If the District/Supervisor develops a reasonable basis to suspect that an employee is in violation of this policy, the employee will be required to submit to a breath test.

Any employee who tests positive, (a concentration of 0.02 or greater), will be subject to a second confirmation test. If the second confirmation test is positive it will be cause for disciplinary action up to and including termination.

Refusal to participate in an alcohol screen, whether selected randomly or for cause, will result in immediate termination.

The New Hampshire Occupational Health Alliance will keep files and information on alcohol testing. This information will be strictly confidential. S.A.U. #9 will be advised only if an employee fails the alcohol test.

I HAVE RECEIVED AND ACCEPT THE DRUG/ALCOHOL TESTING POLICY FOR THE JACKSON SCHOOL DISTRICT

_____/_____/_____
(Signed) (Date)

Adopted by Jackson School Board - May 13, 1996
Reviewed no change – May 13, 2021