

DRUG AND ALCOHOL TESTING PROGRAM OF TRANSPORTATION EMPLOYEES

The Waterloo Community School District shall provide a drug and alcohol testing program in compliance with the Omnibus Transportation Employee Testing Act of 1991.

All employees who are required to have a commercial driver's license to operate a school vehicle which transports sixteen or more persons, including the driver, or a school vehicle which weighs 26,001 pounds or more will be subject to mandatory drug and alcohol testing.

The District drug and alcohol testing program shall include pre-employment, random, reasonable suspicion, post-accident, return-to-duty, and follow-up drug and alcohol testing.

Employees who (1) refuse to submit to alcohol and drug testing as required by law, (2) receive a positive alcohol or drug test, (3) fail to successfully participate in evaluation or treatment as prescribed by a Substance Abuse Professional, or (4) in any other way violate the terms of this policy, may be subject to discipline up to and including termination of employment.

The Superintendent or superintendent designee shall be responsible for publication and dissemination of this policy and its supporting regulations (found at <http://www.dot.gov/ost/dapc/regulations.html>) to employees operating district vehicles. The Superintendent or superintendent designee shall also oversee a substance-free awareness program to educate employees about the dangers of substance abuse and to notify them of available substance abuse treatment resources and programs. Employees may call (866)451-5465 for further information.

All prospective employees will be notified of the District's mandatory drug and alcohol testing program.

Leg. Ref.: American Trucking Association, Inc., v. Federal Highway Administration, 51 Fed. 3rd 405 Cir. (4th 1995).
 49 U.S.C. §§ 5331 et seq.
 42 U.S.C. §§ 12101.
 41 U.S.C. §§ 81.
 49 C.F.R. Pt. 40; 382; 39.
 34 C.F.R. Pt. 85.
 Local 301, Internat'l Assoc. of Fire Fighters, AFL-CIO, and City of Burlington, PERB No. 3876 (3-26-91).
 Iowa Code §§ 124; 279.8; 321.375(2); 730.5.

Cross Ref: 403.6 Substance Free Workplace

Adopted: 1/9/95
 10/24/05
 2/9/09
 3/10/14

Reviewed: 12/94, 5/5/00, 10/6/05, 1/8/09, 2/6/14, 12/10/20