

**ALCOHOL & CONTROLLED  
SUBSTANCE TESTING**

**GBCCB-R**

(As Required by the Omnibus Transportation Employee Testing Act of 1991)

Crook County School District No. 1 recognizes that the influence and/or use of drugs, including alcohol, is capable of threatening the safety, welfare and well-being of both students and other employees and will not be tolerated. The safety and security of Crook County School District No. 1 employees and students will be maintained as a high priority and Crook County School District No. 1 is committed to providing an alcohol and drug-free work environment for the safety of its students and employees.

The possession, use, transfer, and/or sale of alcohol and/or any illegal drug or controlled substances while on duty or on school district property is strictly prohibited. Being under the influence of alcohol and/or any illegal drugs or controlled substances while on duty or otherwise contrary to the policies established herein is also strictly prohibited.

The U.S. Department of Transportation regulations require testing for five (5) drugs, to-wit: marijuana, cocaine, opiates, amphetamines, and phencyclidines. The drug testing requires a split urine sampling of each CDL employee (two urine samples taken at the same time). The regulations also call for an alcohol test using an evidential breath test (EBT) device similar to the kind used by law enforcement agencies. The regulations also specify five (5) types of drug and alcohol testing for all school district employees who are required to have a CDL and these include pre-employment testing, random testing, post-accident resting, return to duty/follow-up testing, and reasonable suspicion testing.

The procedures and circumstances under which alcohol and/or drug testing are to be conducted by Crook County School District No. 1 are more specifically addressed and set forth in regulation.

**TESTING FOR CONTROLLED SUBSTANCES**

**A. Pre-Employment Testing**

Will require all applicants it intends to hire to be tested for the use of controlled substances as a pre-qualification condition. Applicants who test positive for the use of controlled substances, or who refuse to submit to such testing, will be disqualified from further hiring consideration.

**B. "Reasonable Cause" Testing**

Will require current employees to submit to testing for controlled substances and alcohol when it believes there is "reasonable cause" to suspect a violation of this policy. "Reasonable cause" includes irrational or unusual behavior; reporting to work in an apparent unfit condition; and, conduct of a similar nature.

**C. Post-Accident/Injury Testing**

Drivers are required to ensure that a urine sample is collected, and a drug and breath alcohol test is performed. Federal regulations require such drivers to submit a urine sample within thirty-two (32) hours of the accident. A "reportable accident" is defined as an accident which results in the death of a human being or bodily injury to a person who, as a result of the injury,

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# Alcohol & Controlled Substance Testing Policy

## TESTING FOR ALCOHOL

### A. Reasonable Suspicion Testing

Crook County School District No. 1 will require current employees to submit to testing for alcohol when it believes there is reasonable suspicion to suspect a violation of this policy. Reasonable suspicion includes specific, contemporaneous, articulable observations concerning the appearance, behavior, speech, or body odors of the employee.

Employees who are required to undergo reasonable suspicion testing will be transported to a collection site by a Crook County School District No. 1 representative. The employee will be required to submit to the alcohol test.

### B. Post-Accident/Injury Testing

As soon as practical following an accident involving a commercial motor vehicle, Crook County School District No. 1 will require an alcohol test for the driver:

- 1) Who was performing safety-sensitive functions with respect to the vehicle, if the accident involved the loss of human life; or
- 2) Who receives a citation under state or local law for a moving traffic violation arising from the accident.

A driver who is subject to post-accident testing shall remain readily available for such testing or may be deemed by Crook County School District No. 1 to have refused to submit to testing.

### C. Random Testing

All drivers of County School District No. 1 will be required to submit to random alcohol testing. Federal regulations specify that random alcohol testing must equal or exceed 25% of the average number of driver positions on an annual basis.

## PENALTIES FOR VIOLATIONS

No driver who is found to have an alcohol concentration of 0.02 or greater but less than 0.04 shall perform or continue to perform safety-sensitive functions for Crook County School District No. 1, including driving a commercial motor vehicle, until the start of the driver's next regularly scheduled duty period, but not less than 24 hours following administration of the test.

Any driver found to be in violation of any part or parts of this alcohol misuse prevention plan will be removed from his/her safety sensitive position and may be terminated without further recourse.