

ALCOHOL AND DRUG TESTING OF BUS DRIVERS

The Berlin Central School District Board of Education recognizes the dangers inherent in the use of alcohol and controlled substance by employees that are entrusted with the safety and well-being of students.

In order to comply with federal regulations, the Board requires school bus drivers and other covered employees to undergo testing for alcohol and controlled substances.

The district shall directly, by contract, or through a consortium, implement and conduct a program to provide alcohol and controlled substance testing of employees who operate a commercial motor vehicle and perform in positions that are directly related to the safety of students. Such employees include:

1. drivers of buses designed to transport 15 or more passengers;
2. drivers of commercial motor vehicles whose manufacturer's rating is 26,001 lbs or more; or
3. drivers of district vehicles that are used to haul hazardous materials.
4. Mechanics who work on and drive a commercial vehicle for the district.

The superintendent shall provide for the conduct of pre-employment testing for controlled substances (board can include alcohol at its discretion) and conduct alcohol and controlled substance testing of employees randomly throughout the school year as required by federal regulations.

Additionally, testing shall be conducted when a supervisor has a "reasonable suspicion" that an employee has engaged in prohibited alcohol or controlled substance use; after certain accidents; prior to return to duty when the employee has been found to violate district policy and federal regulations; and after the employee's return to duty.

In accordance with federal and state law, a bus driver will not be permitted to drive if s/he:

1. possesses, consumes or is reasonably believed to possess or have consumed alcohol or a controlled substance, while on duty;
2. uses or is under the influence of alcohol or a controlled substance within six hours or less before duty;
3. has an alcohol concentration of 0.02 or higher, or tests positive for a controlled substance; or
4. refuses to take a required alcohol or controlled substance test.

No driver shall use alcohol after being involved in an accident in which there was a fatality or in which the bus driver was cited for a moving violation and a vehicle was towed from the scene or an injury was treated away from the scene until he/she has been tested or eight hours have passed, whichever occurs first.

Any employee who is tested and found to have an alcohol concentration of at least 0.02, but less than 0.04, shall be removed from the position until his or her next regularly scheduled duty period, but not less than 24 hours following administration of the test.

If a driver has engaged in prohibited alcohol or controlled substance use, he or she will be removed from driving duties and referred to a Substance Abuse Professional. The employee may be required to complete a treatment program and/or be disciplined pursuant to district policy and/or collective bargaining agreement. No driver who has abused controlled substances and/or alcohol may return to duty unless he/she has successfully passed a required return to duty test. Thereafter, the driver will be subject to follow-up testing.

Prior to the initiation of the testing program and to each driver subsequently hired or transferred to a position subject to testing, a copy of this policy, the district's policy on misuse of alcohol and use of controlled substances, information on alcohol and drug abuse and treatment resources and such other information prescribed by federal regulations shall be provided to all school bus drivers and other appropriate personnel.