

# A. W. BEATTIE CAREER CENTER

SECTION: OPERATIONS  
 TITLE: DRUG/ALCOHOL TESTING - COVERED DRIVERS  
 ADOPTED: June 24, 1999  
 REVISED AND APPROVED: May 28, 2015

810.1. DRUG/ALCOHOL TESTING - COVERED DRIVERS	
1. Purpose	The Joint Operating Committee (JOC) recognizes that the use and abuse of drugs and alcohol is a serious problem that may be present in the workplace. The JOC also recognizes that an employee impaired by drugs or alcohol who operates district vehicles or transports students poses significant risks to the safety of students and others.
2. Definition	<p>A <b>Covered driver</b> shall mean any Career Center employee who drives or operates a motor vehicle with a gross vehicle weight rating of 26,001 or more pounds. A vehicle designed to transport ten (10) or more passengers, including the driver; or any other Career Center employee who is regularly assigned to drive a school vehicle of an size or kind.</p> <p>The phrase includes drivers and mechanics who operate such vehicles, including full-time, regularly employed individuals; casual, intermittent or occasional individuals; and leased drivers and independent owner-operator contractors who are either directly employed by or under lease to the Career Center or who operate a bus owned or leased by the Career Center.</p>
3. Authority SC 510 49 CFR Part 382	<p>In accordance with its authority and responsibility, the JOC adopts this policy to comply with federal regulatory mandates and to establish programs and practices designed to help prevent accidents and injuries resulting from misuse of drugs and alcohol by covered drivers employed by the Career Center.</p> <p>The JOC prohibits a covered driver from reporting or remaining on duty while using or possessing alcohol, having an alcohol concentration of 0.02 or greater, or within four (4) hours after using alcohol.</p>
49 CFR Part 382	The JOC prohibits a covered driver from reporting or remaining on duty while using any drugs or testing positive for drugs. Hemp product consumption is not an acceptable alternative medical explanation for a positive marijuana result. An exception may be made for an employee with a physician's written instructions advising the driver that the prescribed substance will not adversely affect the employee's ability to safely operate a commercial motor vehicle.
4. Guidelines	Staff shall be required to undergo testing for drugs and alcohol, as required by law. The Career Center shall require covered drivers to submit to the following tests: Pre-employment, random, post-accident, reasonable suspicion, return-to-work and follow-up.

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<p>4. Delegation of Responsibility</p>	<p>Covered drivers who violate JOC policy or procedures and test positive for drugs or alcohol shall be terminated from Career Center employment and provided with a list of agencies that provide substance abuse treatment.</p> <p>The Executive Director or designee shall develop procedures to implement this policy and the requirements of law which include the following components:</p> <ol style="list-style-type: none"><li>1. Establishment of procedures for required testing for covered drivers.</li><li>2. Maintenance of the confidentiality of all aspects of the testing process.</li><li>3. Implementation of procedures for the preparation, maintenance, maintenance, retention and disclosure of records, as required by law.</li><li>4. Distribution of information and materials relevant to district policies and procedures regarding drug and alcohol testing to affected employees.</li></ol> <p>References:</p> <p>School Code - 24 P.S. Sec. 510</p> <p>Controlled Substance and Alcohol Testing, Title 49, Code of Federal Regulations - 49 CFR Part 382</p>
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