

ALL PERSONNEL

Drug and Alcohol Testing

The Superintendent desires to take all possible steps to ensure the safety of students, staff and the community by ensuring a drug and alcohol free environment. The Superintendent wishes to insure that all employees perform their duties safely and efficiently. To meet that end, if the department administrator has reasonable suspicion that an employee is at work impaired by a legal or illegal drug, alcohol, or other substance, the department administrator may require the employee to report for a fitness for duty health examination, which will include testing for the presence of drugs and/or alcohol.

In addition, in accordance with Section 34520.3 of the Vehicle Code effective January 1, 2006, persons employed as a driver to drive a school transportation vehicle will participate in a program that is consistent with the federal controlled substance and alcohol use testing requirements applicable to school bus drivers under existing law.

Any unauthorized use of controlled substances is prohibited. If a Medical Review Officer has determined that an employee's positive drug test resulted from the unauthorized use of a controlled substance, the employee will be removed from duty and dismissed.

The County Board has adopted Board Policy 4250, which sets forth that the County Office of Education shall be a drug free zone.

Legal Reference:

EDUCATION CODE

Sections 1042, 34520.3, 35160-351605, 44932(a)(6) & 44932 (a)(11)

CASE LAW

Hill v. National Collegiate Athletic Assn. (1994) 7 Cal 4th 1

Vernonia School District 47J v. Acion, supra. (1995) 515 U.S. 646

Skinner v. Railway Labor Executives' Assn., supra (1989) 489 U.S. 602, 619