

Federal Motor Carrier Safety Administration Mandated Drug and Alcohol Testing Program

The Board of Directors directs the superintendent to establish programs and procedures as mandated by the Federal Motor Carrier Safety Administration (FMCSA) controlled substances, including marijuana (cannabis), and alcohol testing rules.

Prohibited Alcohol and Controlled Substance-Related Conduct

The following alcohol and controlled substance-related activities are prohibited by the district for drivers required to possess a commercial driver's license (CDL) as part of their job responsibilities. Violations shall result in appropriate corrective action ranging from removal from the performance of safety-sensitive functions up to and including discharge:

1. Reporting for duty or remaining on duty to perform safety-sensitive functions while having an alcohol concentration in excess of the standard set by the FMCSA.
2. Being on duty or operating a vehicle while the driver possesses alcohol.
3. Using alcohol while performing safety-sensitive functions.
4. When required to take a post-accident alcohol test, using alcohol within eight hours following the accident or prior to undergoing a post-accident alcohol test, whichever comes first.
5. Refusing to submit to an alcohol or controlled substance test required by post-accident, random, reasonable suspicion, or follow-up testing requirements.
6. Reporting for duty or remaining on duty when using any controlled substance, except when instructed by a prescribing authority who has advised the driver and the district that the substance does not adversely affect the driver's ability to safely operate a vehicle. The use of medication that could affect a driver's safe job performance is prohibited while working.
7. Reporting for duty, remaining on duty or driving if the driver tests positive for controlled substances.

No supervisor having actual knowledge of the above violations shall permit a driver to perform or continue to perform safety sensitive functions.

Cross References:

Policy 5201

Drug-Free Schools, Community and
Workplace

Policy 5203

Staff Assistance Program

Policy 5281

Disciplinary Action and Discharge

Legal Reference: 49 CFR § 40

Procedures for transportation
workplace drug and alcohol testing
programs

49 CFR §§ 382

Controlled substances and alcohol
use and testing

Management Resources:

Policy & Legal News, February 2013
Policy News, April 2012

Policy News, December 2001

Policy News, February 1999

Policy Revisions
Federal Motor Carrier
Safety Administration mandated drug
and alcohol testing program
Federal Government Amends Bus
Driver Drug Testing Rules
Bus drivers still tested for
marijuana

Revision Date: 3/25/13
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Woodland School District #404