

All Personnel

BP 4112.41

4212.41

4312.41

PRE-OFFER DRUG/ALCOHOL TESTING

The Governing Board maintains a drug and alcohol-free workplace. In accordance with law, all employees are required to render service without using, possessing, being impaired by or being under the influence of alcohol or drugs.

(cf. 4020 - Drug and Alcohol-Free Workplace)

Once conditionally placed on an employment eligibility list, prospective employees in the following classifications shall undergo a pre-offer drug and alcohol screening for any substance which could impair their ability to safely and effectively perform their job functions:

1. School Bus Driver
2. Security Guard
3. Biology/Chemistry Teacher
4. Wood Shop Teacher
5. Metal Shop Teacher
6. Plastic Shop Teacher
7. Grounds Equipment Operator
8. Kitchen Personal (Foods)
9. Maintenance Workers

Legal Reference:

EDUCATION CODE

44839 Medical certificate; periodic medical examination

45122 Physical examinations

GOVERNMENT CODE

8350-8357 Drug-free workplace

UNITED STATES CODE, TITLE 41

701 et seq. Drug-Free Workplace Act of 1988

UNITED STATES CODE, TITLE 20

2701 et seq. Drug-Free Schools and Communities Act Amendment of 1989

National Treasury Employees Union v. Von Raab 109 S.Ct. 1384 (1989)

International Brotherhood of Teamsters v. Department of Transportation

932 F.2d 1292 (1991)

Policy

adopted: February 7, 1995

CULVER CITY UNIFIED SCHOOL DISTRICT

Culver City, California