

Baker School District 5J

Code: **GBED**
Adopted: 8/15/00
Orig. Code(s): GBED

Pre-Employment Drug Testing

The Board seeks to provide a safe and drug-free work and educational environment for employees and students and to control costs associated with workplace and school site accidents. The district also recognizes that all school employees have a duty to serve as positive role models for students. Therefore, the Board authorizes screening potential employees for evidence of current use of illegal drugs.

All candidates selected for employment (regular, temporary and substitutes), including former employees selected for rehire, must satisfactorily complete screening tests for illegal drug use prior to the district presenting a final offer of employment. All offers of employment are contingent on the candidate successfully passing the district's drug screening test.

Information the district receives regarding drug testing will be collected and maintained on separate forms and in separate files apart from personnel files. All such records will be kept confidential, maintained for a minimum of one year and released only in accordance with provisions of the Americans with Disabilities Act or other applicable laws.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)

[ORS 657.176](#)

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).
Omnibus Transportation Employee Testing Act of 1991, 49 U.S.C. §§ 31301-31317; 49 C.F.R. Parts 40, 382, 391-395 (2006).
Lanier v. City of Woodburn, 518 F3d. 1147 (9th Cir. 2008).

Cross Reference(s):

GCC - Recruitment of Licensed Staff

GDC - Recruitment of Classified Staff