

**Brookings-Harbor
School District 17C**

Code: **GBED**
Adopted: 2/22/99
Readopted: 10/22/03
Orig. Code(s): GBED

Drug Testing

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

All candidates selected for employment (both licensed and nonlicensed), 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. This policy shall apply to both full-time and part-time employees, but shall not apply to those employees hired on a temporary or short-term substitute basis.

The direct costs for conducting drug tests of prospective employees will be paid for by the district, as further described in the administrative regulations for this policy.

All offers of employment shall be contingent upon satisfactory passage of a district-required drug-screening test. The district will designate an approved drug-testing site, and also when and where such testing will be conducted. Any tentative offer of employment will be withdrawn from a candidate who tests positive for the use of illegal drugs.

Information the district receives regarding employee 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 applicable laws.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)

Americans with Disabilities Act of 1990, 42 U.S.C. Sections 12101-12213; 29 CFR Part 1630 (2000); 28 CFR Part 35 (2000). Omnibus Transportation Employee Testing Act of 1991, 49 U.S.C. Sections 31301-31317; 49 CFR Parts 40, 382 and 391-395 (2000).

Cross Reference(s):

GCC/GDC - Recruitment of Licensed Staff