

# Coos Bay School District 9

Code: **GBED**  
Adopted: 5/14/07; 5/04/10  
Readopted: 12/14/15  
Orig. Code(s): GBED

## Drug Testing

Offers of employment for certain positions shall be contingent upon successful passage of a district-required drug test. The district will require drug tests for safety-sensitive positions (e.g., bus drivers, heavy machinery operators) and positions in which the person is responsible for students' safety and security.<sup>1</sup> The district will designate when and where such testing will be conducted. The district will bear the cost of employment drug testing. The offer of employment will be withdrawn from candidates who test positive for drugs.

The district will determine the type of drug test and where the test is to be conducted. If the test comes back positive, the district will retest the specimen at a second independent lab. If the second test comes back positive, the applicant will not be hired. If the applicant tries to alter or mask the specimen, the applicant will not be considered for hire.

For all nonlicensed employees, the district will also require a Criminal History Verification after an employment offer has been made. Licensed employees will follow TSPC procedures when obtaining their license.

Information the district receives will be collected and maintained in separate files apart from personnel files. All such records will be kept confidential, retained for a minimum of one year, and released only in accordance with provisions of the Americans with Disabilities Act.

END OF POLICY

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### 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).  
Americans with Disabilities Act Amendments Act of 2008.

### Cross Reference(s):

GCC - Recruitment of Licensed Staff  
GDC - Recruitment of Classified Staff

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<sup>1</sup>Based on Lanier – “Safety sensitive” may also include positions that have heavy student contact and in loco parentis responsibility (e.g. teachers, administrators, paraprofessionals).