

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 candidates¹ as noted/defined in policy GBED selected for employment (regular and temporary), 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.

Drug testing expenses shall be paid by the district.

Information the district receives regarding medical examinations and 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.

¹Based on Lanier - "Safety sensitive" may also include positions that have heavy student contact and in loco parentis responsibility (e.g., teachers, administrators, paraprofessionals.).