

Pre-employment Drug Testing

Phoenix-Talent School District 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 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.

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).