

Sherman County S. D.

Code: **GBED**
Adopted: 8/14/95
Readopted: 6/13/05, 11/18/08

Pre-Employment Drug Testing

All candidates preliminarily selected for employment, including former employees preliminarily selected for rehire, must satisfactorily complete alcohol/controlled-substance screening tests prior to the district presenting a final offer of employment.

The superintendent or designee will establish procedures to implement this policy. The district will determine the type of drug test and where the test will be conducted.

Candidates who test positive may apply for positions with the district after one calendar year of the test.

Information the district receives regarding drug testing will be collected and maintained in separate files apart from personnel files. All such records will be kept confidential and released only in accordance with the provisions of the American with Disabilities Act. Substitutes and volunteer positions will not be covered by this policy.

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