

Springfield School District 19

Code: **GBED**
Adopted: 11/05/01, 8/28/95
Readopted: 4/23/07
Orig. Code(s): GBED, GBEAB

Medical Examinations/Drug Testing

The district recognizes the need to employ people who have the ability to complete the essential functions of the assigned position. All candidates preliminarily selected for employment in positions identified as high physical risk, including former employees selected for rehire, must satisfactorily complete a physical abilities and/or health assessment at district expense. Offers of employment are conditional upon verification through screening tests that the individual can meet the essential functions of the position with or without reasonable accommodation.

The superintendent, or designee, will establish procedures to implement this policy.

The district strives to have alert, drug free employees on the job. In addition, the district seeks to provide employees with a safe work environment and recognizes the importance of district staff members serving as positive role models for students.

All candidates preliminarily selected for employment, including former employees preliminarily selected for rehire, must satisfactorily complete a screening test for illegal drugs prior to the district presenting a final offer of employment.

The superintendent, or designee will establish procedures to implement 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