

## **FEDERAL MOTOR CARRIER SAFETY ADMINISTRATION MANDATED DRUG AND ALCOHOL TESTING PROGRAM**

The superintendent/designee will establish programs and procedures as mandated by the Federal Motor Carrier Safety Administration (FMCSA) controlled substances, including marijuana (cannabis), and alcohol testing rules.

### **Prohibited Alcohol And Controlled Substance-Related Conduct**

The district prohibits the following alcohol and controlled substance-related activities for drivers required to possess a commercial driver's license (CDL) as part of their job responsibilities.

- A. Reporting for duty or remaining on duty to perform safety-sensitive functions while having an alcohol concentration in excess of the standard set by the FMCSA.
- B. Being on duty or operating a vehicle while the driver possesses alcohol or controlled substances in any amount.
- C. Using alcohol while performing safety-sensitive functions.
- D. When required to take a post-accident alcohol test, using alcohol within eight hours following the accident or prior to undergoing a post-accident alcohol test, whichever comes first.
- E. Refusing to submit to an alcohol or controlled substance test required by post-accident, random, reasonable suspicion, or follow-up testing requirements.
- F. Reporting for duty or remaining on duty when using any controlled substance, except when instructed by a prescribing authority who has advised the driver and the district in writing that the substance does not adversely affect the driver's ability to safely operate a vehicle. Drivers are required to inform the district of any therapeutic drug use, upon it being prescribed, although the specific medication that has been prescribed does not have to be provided. The use of any medication that could affect a driver's safe job performance is prohibited while working.
- G. Reporting for duty, remaining on duty or driving if the driver tests positive or would test positive for controlled substances.

No supervisor having actual knowledge of the above violations shall permit a driver to perform or continue to perform safety-sensitive functions.

Violations of this policy will result in appropriate corrective actions ranging from removal from the performance of safety-sensitive functions up to and including discharge.

Cross References:	Board Policy 5201	Drug-Free Schools, Community and Workplace
	Board Policy 5203	Staff Assistance Program
	Board Policy 5281	Disciplinary Action and Discharge
Legal Reference:	49 CFR §§ 382. Controlled substance and alcohol use and testing	
	49 CFR § 40	Procedures for transportation workplace drug and alcohol testing programs

Management Resources:

Policy & Legal News, October 2015	Policy Revisions
Policy & Legal News, February 2013	Policy Revisions
Policy News, April 2012	Federal Motor Carrier Safety Administration mandated drug and alcohol testing program
<i>Policy News</i> , February 1999	Bus drivers still tested for marijuana
<i>Policy News</i> , December 2001	Federal Government Amends Bus Driver Drug Testing Rules

**Adoption Date: 11.28.95**  
**Wenatchee School District**  
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