Regulation GCRA(1)-R(1): Drug Screening of Bus Drivers

Status: ADOPTED

Original Adopted Date: 06/17/2021 | Last Reviewed Date: 06/17/2021

The following procedures will apply to all Bibb County School District ("District" or "BCSD") employees possessing a Commercial Driver's License ("CDL") license who drives, operates, or has reason to move a District school bus or other District commercial vehicle (collectively referred to as "Drivers"). ~~and driving a school bus or other vehicle owned by the Bibb County School District ("District" or "BCSD").~~

A. Pre-employment Drug Test for ~~Bus~~ Drivers

- All ~~bus d~~Ddriver candidates are subject to a pre-employment drug and alcohol screen, according to all applicable state and federal laws. This test will be conducted prior to beginning the driver training program.
- All ~~bus d~~Driver candidates must have an established account in the Federal Drug and Alcohol Clearinghouse, upon employment.
- All ~~bus d~~Driver candidates must provide electronic consent for BCSD to run a full query and view the driver's detailed information about any drug and alcohol program violations in the driver's Clearinghouse record.

B. Drug and Alcohol Testing Procedures for ~~Bus~~ Drivers ~~and BCSD CDL Holders~~

- All ~~bus d~~Drivers ~~and BCSD CDL Holders~~ must establish a personal account in the Federal Drug and Alcohol Clearinghouse.
- All ~~bus d~~Drivers ~~and BCSD CDL Holders~~ are subject to the following three (3) types of drug and alcohol tests, in accordance with the Federal Motor Carrier Safety Act ("FMCSA"):

1. Random:

All ~~bus d~~Drivers ~~and BCSD CDL Holders~~ are subject to random testing. The ~~D~~district utilizes a third party to perform the random selection process and the sample collection process. Upon notification that they have been randomly selected for a drug and alcohol screen, the driver must report to the provided collection site as directed by the District.

2. Post-Accident:

If a ~~BCSD bus D~~driver ~~or BCSD CDL holder~~ is involved in a motor vehicle accident, they will be required to take a ~~random~~ drug and alcohol screen only when one or more of the following conditions apply:

- If there is a fatality;
- If the ~~bus d~~Driver ~~or BCSD CDL Holder~~ is cited;
- If there are injuries that require the injured person(s) to leave the scene of the accident for immediate medical treatment;
- If any vehicles are towed away from the accident scene; or~~and~~
- If specifically directed by an administrator or supervisor.

3. Reasonable Suspicion:

- Any supervisor can require a ~~bus d~~Driver ~~or BCSD CDL Holder~~ to take a drug and alcohol screen, based on their observation of the driver's behavior, appearance, or physical condition, when~~.~~ specific, contemporaneous, and articulable facts establish reasonable suspicion.
- All drug and alcohol testing of licensed CDL holders will be performed in compliance with all applicable state and FMCSA regulations. For questions concerning any drug and alcohol testing procedures, please contact the Director of Transportation.

C. Consequence of Positive Results

Drivers who have positive controlled substance test results will be terminated from employment with the District, as will Drivers whose test results reveal blood alcohol concentrations of 0.04 and above, and Drivers who refuse to submit to a required alcohol or controlled substance test.

Drivers whose tests results reveal blood alcohol concentrations of at least 0.02, but less than 0.04, will be temporarily removed from performing their duties and may be terminated from employment at the District's discretion. Drivers who engage in other conduct prohibited by the state or federal regulations and Board policy may, in the District's discretion, also face disciplinary actions up to and including termination of employment.

Drivers may be required to inform their immediate supervisor of any medication use and provide a statement from their treating physician that the substance does not adversely affect the driver's ability to operate the bus.