

Lancaster Community School District

Personnel

ALCOHOL AND OTHER DRUG FREE BUS DRIVERS

The Lancaster Community School District is dedicated to providing safe and efficient transportation service to its students. Employees are the District's most valuable resource in ensuring the quality of this service. The District's goal, therefore, is to provide its employees with a workplace environment that promotes health and safety.

School bus drivers shall be subject to the alcohol and other drug prohibitions included in the District's Alcohol and Other Drug Free Workplace policy

In addition, a bus driver shall be prohibited from engaging in conduct prohibited by the Omnibus Transportation Employee Testing Act of 1991:

1. Any alcohol misuse that could affect performance of a safety-sensitive function, including use on the job, use during the four hours before driving, having prohibited concentrations of alcohol in their system while driving, and use following an accident if required to take a post-accident test.
2. Reporting for duty or remaining on duty requiring the performance of a safety-sensitive function when he/she uses any controlled substance, except when the use is pursuant to the instructions of a physician who has advised the driver that the controlled substance does not adversely affect his/her ability to safely operate a motor vehicle. Policy violations shall be handled in accordance with established procedures.
3. The District believes that the employee assistance program (EAP) and awareness, along with comprehensive alcohol and drug testing, are the most effective approach to promote safety and reduce alcohol and drug abuse in the transportation industry. (Copies of the District's EAP policy are available in all school offices and teachers' lounges. A copy shall be provided to individuals upon request.) Drug and alcohol testing shall be carried out in accordance with established administrative procedures.

The District shall provide bus drivers with a copy of this policy, as well as information concerning:

1. the effects of drugs and alcohol on the individual's health, work, and personal life;
2. the signs and symptoms of a drug or alcohol problem; and
3. the available methods of intervention when a problem does exist. Any driver who engages in any conduct prohibited under the policy may be provided with information regarding resources available to evaluate and resolve a drug or alcohol problem,

including names, addresses and telephone numbers of substance abuse professional counseling and treatment programs available in the area.

All questions concerning the educational materials provided by the District, or about this policy, should be directed to the District Administrator.

THIS POLICY IS SUBJECT TO CHANGE WITHOUT FURTHER NOTICE FOR COMPLIANCE WITH FEDERAL REGULATIONS.

LEGAL REF.: Omnibus Transportation Employee Testing Act of 1991
49 C.F.R. Part 40
49 C.F.R. Part 382

CROSS REF.: 521.11-Rule, Alcohol and Drug Free Bus Drivers Policy Enforcement
Procedures
521.1, Alcohol and Other Drug Free Workplace
522.3, Employee Assistance Program
LEA Agreement
LESP Agreement

APPROVED: December 13, 1995

REVISED: October 16, 2002