

The district may conduct drug and alcohol testing of district employees who drive a vehicle transporting sixteen (16) or more persons, including the driver, and who drive vehicles weighing over 26,001 pounds requiring a commercial driver's license.

Alcohol and drug testing of employees and applicants shall be conducted in accordance with state and federal law.

Refusal by an employee to submit to alcohol or drug tests shall result in immediate suspension and shall be grounds for termination. Any employee of the district who tests positive for alcohol or drug use in violation of district policies and procedures may, on the first offense, be subject to discipline, including termination, or may be referred for substance abuse evaluation and rehabilitation. The employee shall not return to work until released by a licensed substance abuse professional approved by the district and until all other requirements are met. A second offense will result in immediate termination of the employee's employment with the district.

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