

## **CONTROLLED SUBSTANCES AND ALCOHOL TESTING AND PROHIBITED CONDUCT FOR DISTRICT TRANSPORTATION PROVIDERS**

Safety is the number one priority of the Colorado Springs School District 11 Transportation Department. As such, ensuring that transportation providers are controlled substance- and alcohol-free is of utmost importance. All Transportation employees shall be properly educated on the personal and professional consequences of controlled substance use and alcohol misuse. Supervisors will be appropriately trained to identify signs and symptoms of controlled substance and alcohol use.

In accordance with the Federal Omnibus Transportation Employee Testing Act of 1991, it is the policy of Colorado Springs School District 11 (the District) to promulgate and implement regulations regarding prohibited conduct involving alcohol and controlled substances, and regarding alcohol and controlled substances testing for all district employees who are required to maintain a Commercial Drivers License (CDL) and who operate a Commercial Motor Vehicle (CMV) for the District.

In addition, post-accident and reasonable suspicion testing (see EEAEAA-R) for alcohol and controlled substances shall also apply to any district employee who drives or otherwise operates any district vehicle (whether owned or leased by the District) other than a CMV and not requiring a CDL for legal operation.

The Superintendent or designee will develop regulations that implement this policy and meet legal requirements regarding controlled substance and alcohol testing. (EEAEAA-R)

The Superintendent or designee will be responsible for implementing a controlled substance and alcohol testing program in compliance with federal law to include pre-employment testing, random testing, supervisory reasonable suspicion testing and post-accident testing, for all covered district employees.

Refraining from prohibited conduct and undergoing required alcohol and controlled substance tests are conditions of initial and continued employment for all covered employees, to include current, prospective and transferring employees. Employees will be removed from safety-sensitive duties immediately after they violate controlled substance and alcohol testing rules.

All covered employees shall be made aware of this policy and related regulations and guidelines.

Non-compliance with this policy, or with related regulations or guidelines, will be grounds for refusal to hire a prospective or transferring employee, and will be grounds for discipline of current employees, which discipline may include termination in conformance with other applicable district policies and procedures.

Adopted November 30, 1994  
Revised October 24, 2012  
Reviewed May 27, 2015

- LEGAL REFS.: C.R.S. 12-47-103  
C.R.S. 18-18-203 – 207  
C.R.S. 42-2-401 - 409 (Commercial Driver's License Act)  
1 CCR 301-26, Rules 4204-R-200 through 4204-R-235 (Operation of School Transportation Vehicles)  
8 CCR 1507-1 (Minimum Standards for the Operation of Commercial Vehicles)  
21 U.S.C. 802 (Comprehensive Drug Abuse Prevention and Control Act of 1970)  
49 U.S.C. 2717 et seq. (Omnibus Transportation Employee Testing Act of 1991)  
49 C.F.R. Part 40 Procedures for Transportation Workplace Drug and Alcohol Testing Programs  
49 C.F.R. Part 382 Controlled Substance and Alcohol Use and Testing  
49 C.F.R. Part 383 Commercial Driver's License Standards; Requirements and Penalties
- CROSS REFS.: EEAEA, Bus Driver Requirements, Training and Responsibilities  
EEAEAA-R, Regulation to Policy EEAEAA, Controlled Substances and Alcohol Testing and Prohibited Conduct for District Transportation Providers  
GBEC, Drug- and Alcohol-Free Workplace (Drug and Alcohol Use by Staff Members)