

CDL Drivers Controlled Substance and Alcohol Guideline

Section 1. General. It is the purpose of this Guideline to encourage an enlightened viewpoint toward alcoholism and other drug dependencies as behavioral/medical problems which can be treated, and to place all drivers holding a Commercial Drivers License in compliance with the Federal Highway Administration's Controlled Substance and Alcohol Use Testing laws, (Federal Law 49 CFR 40 & 382).

This Guideline applies to all East Allen County Schools corporation drivers who are required to hold a Commercial Drivers License (CDL) to perform their job function. The use, possession, sale, purchase or transfer of any controlled substances except medically prescribed drugs on school property, while on school business, or while operating school vehicles and equipment, is prohibited. Drinking alcoholic beverages during working hours, four (4) hours before reporting to work or having any measurable amount of alcohol in his/her system during working hours is prohibited, whether on or off school property. Working hours include all breaks. Off-duty use of drugs and alcohol is prohibited to the extent it affects a driver's attendance or performance and his/her ability to pass required DOT alcohol and controlled substance tests. Any violation of this Guideline is grounds for termination as employee driver for the school corporation and possible legal prosecution.

Since physician-directed use of drugs can affect behavior and performance, drivers are encouraged to advise their supervisor whenever they are taking drugs for medical reasons. When such use of drugs adversely affects job performance or safety, it is in the best interest of the driver, co-workers, and the school corporation that the driver take sick or vacation days or, if necessary, unpaid leave, in accordance with the school corporation's leave policies.

CDL drivers have a duty to check/advise their physicians that they drive a CMV (school bus) that requires a CDL and get a determination if medication will affect abilities to drive safely.

Section 2. Termination. East Allen County Schools reserves the right to terminate any employee who violates the school corporation's Controlled Substance and Alcohol Guideline for CDL drivers. Driver's who are convicted for alcohol or drug-related charges may be subject to school corporation disciplinary action, up to and including termination. Driver's who test positive to a controlled substance or to breath alcohol in excess of .02 will immediately be suspended with pay pending a disciplinary hearing. This disciplinary hearing will be scheduled within one (1) week of the positive test result. If the hearing confirms a violation of Guideline occurred, the employee will be subject to the following disciplinary action:

1. First offense violation of controlled substance provision of the Guideline: the employee shall be terminated and referred to a substance abuse professional for his/her voluntary treatment.
2. First offense violation of the alcohol provision of the Guideline: the employee who tests .02- or greater but less than .04- shall be suspended without pay until released by a substance abuse professional who will make recommendations for necessary treatment. (Federal law requires that the employee be taken out of a safety sensitive function for 24 hours.)

The employee shall assume all expenses for referral to a substance abuse professional and treatment as it relates to the disciplinary action.

A list of names and phone numbers will be provided to the employee as is required by Federal Law 49 CFR 40 & 382.

A substitute employee shall be placed into the vacated position until the employee has met all the requirements established by the substance abuse professional and agrees to the provisions outlined in the Federal Law (49 CFR) as it relates to follow-up testing.

Failure of the employee to meet any of the recommendations and/or requirements of the program established by the substance abuse professional shall result in the driver's immediate termination.

3. First offense violation of the alcohol provision of the Guideline, the employee whose breath alcohol test is .04- or greater shall be terminated and referred to a substance abuse professional for his/her voluntary treatment.
4. Second offense violation of the alcohol provision of the Guideline: the employee whose breath alcohol test is .02- or greater but less than .04- shall be terminated and referred to a substance abuse professional for his/her voluntary treatment.

Section 3. Prohibited Conduct. The following shall be considered prohibited conduct for purposes of this Guideline:

1. No employee shall report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcoholic concentration of .04 or greater.

2. No employee shall be on duty or operate a commercial vehicle while the employee possesses alcohol.
3. No employee shall use alcohol while performing safety-sensitive functions.
4. No employee shall perform a safety-sensitive function within 4 (four) hours after using alcohol.
5. No employee required to take a post-accident test shall use alcohol for 8 (eight) hours following the accident or until he or she undergoes a post-accident test, whichever occurs first.
6. No employee shall refuse to submit to a post-accident, random, reasonable suspicion, return-to-duty, or follow-up alcohol or drug test.
7. An employee is prohibited from reporting for duty or remaining on duty when the employee uses any controlled substance except when the use is pursuant to the written instructions of a physician who has advised the employee that the substance will not adversely affect their ability to safely perform their duties. The employee must provide the school corporation with proof of such medical advice. The transportation director can decide if the employee can remain at work or what work restrictions are necessary.
8. Any employee who is using a prescribed drug or other medication which is known or advertised as possibly affecting or impairing judgment, coordination, or other sense, or which may adversely affect the employees ability to perform work in a safe and productive manner, must notify the transportation director prior to starting work. The transportation director will decide if the employee can remain at work or what work restrictions are necessary.
9. Ingestion of products that contain hemp will not be an acceptable explanation for testing positive for marijuana.

Section 4. Alcohol and Controlled Substance Testing for Commercial Drivers License (CDL) Driver's. East Allen County Schools recognizes the critical and growing problem alcohol and controlled substance abuse poses to the transportation of its students. It is the Guideline of the school corporation to provide and maintain a safe, healthy and productive work environment for our drivers. This Guideline applies to all drivers and applicants for driver positions for the school corporation who must have a Commercial Drivers License (CDL) to operate school vehicles.

All such drivers have the responsibility to report for work and perform their jobs in a fit mental and physical condition. The nature of school transportation is such that any unnecessary risk could affect our students and the public as a whole. This Guideline was developed to ensure not only the students' and drivers' safety, but the general public's as well.

East Allen County Schools will provide all CDL employers with training materials described in Federal Law 49 CFR 382.601 before subjecting drivers to required drug & alcohol testing. Drivers will be required to sign a certificate showing that they received their materials.

All CDL drivers working for East Allen County Schools will be expected to report to management or police a suspected drug or alcohol problem which would put anyone at risk, or be a violation of law.

East Allen County Schools will keep all records relating to this drug and alcohol testing Guideline in accordance to Federal Law 49 CFR 382.401.

Questions about this Guideline and drug/alcohol testing can be directed to the Superintendent or Director of Transportation.

The execution and enforcement of this Guideline will follow set procedures to screen body fluids, conduct breath testing, and/or search all employee/applicants for alcohol and drug use, and those employees suspected of violating this Guideline who are involved in a U.S. Department of Transportation (USDOT) reportable accident or who are periodically or randomly selected pursuant to this Guideline. The procedures are designed not only to detect violations of this Guideline but also to ensure fairness to each employee. Disciplinary action will be taken as necessary.

The Director of Transportation is authorized to implement this Guideline and program, including a periodic review of the program to address any problems, changes, and/or revisions of it, maintenance of all records required by the federal regulations, and determination upon Board approval of how the program will be accomplished, whether in-house, contracted, or by consortium.

The Director of Transportation is responsible for communicating this Guideline to all drivers and is accountable for its consistent enforcement. The Director of Transportation is designated to answer questions about this Guideline and all other matters involved in alcohol and controlled substance testing of CDL drivers.

Section 5. Testing of Drivers. All drivers will be tested for alcohol and drug abuse in accordance with the USDOT-approved procedures when directed by the Director of Transportation.

Drivers will be tested under the following circumstances:

1. Pre-employment. Under no circumstances will an individual be placed on the payroll without successful completion of an alcohol and drug test. Any individual who refuses to submit to a drug or alcohol test, has a detectable amount of alcohol in his/her system (.02 or greater), or has a positive controlled substance test result will not be considered for employment with the school corporation.
2. Random. The school corporation will conduct random drug and alcohol tests. Random selection will be spread throughout the year. The corporation will drug test 25% of the number of drivers in each calendar year, or the corporation will alcohol test 10% of the number of drivers in each calendar year or at a rate established by the USDOT for the given year.

If an employee is selected at random for either test, the Director of Transportation or designee will notify the employee. Once the employee is notified, he or she must proceed to the designated collection site immediately (within 40 minutes). If the employee does not go to the collections site as soon as possible after notification, such may be considered a refusal to test.

Random drug and alcohol testing may be combined. For example, when testing at 25% drug random rate and 10% alcohol random rate, half of the randomly selected drivers chosen for testing could be tested for both drugs and alcohol, while the rest could be tested only for drugs.

Random testing selection:

- A. Employee remains in pool.
 - B. Use valid random selection.
 - C. Test at least once each quarter.
 - D. Do not announce dates of testing.
 - E. Test 25% of drivers for drugs and 10% of drivers for alcohol.
3. Post-Accident. The Federal Motor Carriers Safety Administration requires the employer to test as practical following an accident involving a commercial motor vehicle (CMV) on a public road in commerce, each of its surviving drivers who:
 - Was performing safety sensitive functions if the accident involves loss of human life (fatality); or

- Receives a citation within 32 hours of the accident under state or local law for a moving violation arising from an accident, if the accident involved either:
 - Injury of any person requiring medical treatment away from the accident scene, or
 - A vehicle has to be towed away from the accident scene.

The following chart may be used to help determine if a DOT test needs to be done:

Type of Accident Involved	Citation Issued to the CMV Driver	Test Must Be Performed by Employer
i. Human fatality	YES	YES
	NO	YES
ii. Bodily injury with immediate medical treatment away from the scene	YES	YES
	NO	NO
iii. Disabling damage to any motor vehicle requiring tow away	YES	YES
	NO	NO

- A. A driver who is subject to post-accident testing shall remain readily available for such testing.

Nothing in this section shall be construed to require the delay of necessary medical treatment or to prohibit the driver from leaving the scene of an accident for a period necessary to obtain assistance in responding to the accident, or to obtain necessary medical care.

No driver required to take a post-accident alcohol test shall use alcohol for eight (8) hours following the accident, or until he/she undergoes a post-accident alcohol test, whichever occurs first.

If a driver is seriously injured and cannot submit to testing at the time of the accident, he/she shall provide the necessary authorization for obtaining hospital reports and other documents that would indicate whether there were any drugs or alcohol in his/her system.

The results of a breath or blood test for the use of alcohol or a urine test for the use of drugs conducted by Federal, State, or local officials having independent authority for the test shall be considered to meet requirements for post-accident testing if the results are obtained by the school corporation.

Actions to take in a post-accident testing situation:

- A. Treat injuries.
 - B. Work with law enforcement.
 - C. Explain the need for testing.
 - D. Work with medical facility.
 - E. Collect specimens promptly.
 - F. Document events.
4. Reasonable Suspicion. The school corporation is required to test for the use of alcohol and controlled substances upon "reasonable suspicion." A reasonable suspicion test is required when based upon specific, contemporaneous, and articulable observation concerning the behavior, speech, body odor, or appearance of a driver while on duty are indicative of the use of alcohol and/or controlled substances. The conduct must be witnessed by a supervisor or the Director of Transportation, if so trained who is so trained in accordance with the USDOT regulations. The mere possession of alcohol does not constitute a need for an alcohol test. The witness must have received training in the detection of probable alcohol and drug use by observing a person's behavior. The witness should not conduct the alcohol test of the driver.
5. Alcohol testing is authorized only if the observations are made during, just before, or just after the period of the work day of the driver. A written record shall be made of the observations leading to an alcohol and/or controlled substance test. This record is to be signed by the supervisor who made the observations.

If a reasonable suspicion alcohol test is not administered within two (2) hours following the observations, the witness shall prepare and maintain on file a record stating the reasons the alcohol test was not administered promptly. In addition, if not administered within eight (8) hours, all attempts to administer the test shall cease. A record shall be prepared and maintained stating why the alcohol test was not administered. Guide to successful reasonable suspicion testing includes:

- A. Focus on safety.
- B. Verify reasonable suspicion.
- C. Isolate and inform the employee.
- D. Inquire and observe the employee.
- E. Review the findings.
- F. Transport the employee to a testing site.
- G. Document events.

Prior to the start of work, a driver must report to his/her immediate supervisor use of any prescription and/or over-the-counter drugs which may affect job performance or the safety of others. It is the driver's responsibility to obtain from his/her physician a determination as to whether or not the drug could affect job performance. The driver must present the drug container with the full label on it.

6. Confidentiality. All information obtained in the course of testing of drivers shall be protected as confidential medical information. No data concerning this information will be made a part of the employee's personnel file or will be provided to any other party without the direct written consent of the driver. Employees are entitled upon written request to obtain copies of any records pertaining to their use of alcohol or controlled substances, including any records pertaining to his or her alcohol or controlled substance tests.

The school corporation may release information as follows:

- A. Copies of the results of alcohol or drug testing to an identified person provided the employee has provided written consent.
- B. Copies of information requested by the Secretary of Transportation, and USDOT agency, or any state or local official with regulatory control over the corporation or its employees.
- C. The results of post-accident testing when requested by the National Transportation Safety Board as part of an accident investigation.
- D. Legal proceedings including lawsuits involving wrongful discharge action, grievances, administrative proceedings brought on by or on behalf of an employee and resulting from a positive DOT drug or alcohol test or a refusal to test, and/or criminal or civil actions.

7. Refusal to Test. Failure to sign a release for alcohol and drug testing will be classified as insubordination and the driver shall be terminated as a driver for the school corporation, subject to applicable state law.

Refusal to submit to alcohol and/or controlled substance testing as required will be recorded as a positive test. Refusal to submit to an alcohol or controlled substance test means that a driver (1) fails to provide adequate breath for testing without valid medical explanation after he or she has received notice of the requirement for breath testing in accordance with this Guideline; (2) fails to provide adequate urine for controlled substance testing without a valid medical explanation after he or she has received notice of the requirement for testing in accordance with this Guideline; or (3) engages in conduct that clearly obstructs the testing process.

Refusal to submit to the types of drug and alcohol test required by this Guideline will be grounds to discipline CDL employees. A refusal to test includes any of the following situations:

- A. Failing to appear for any test within a reasonable time after being directed to do so.
- B. Failing to remain at the testing site until the testing process is completed.
- C. Failure to provide a breath sample, saliva sample or urine sample as directed.
- D. Failure to permit, if the situation requires, the observation or monitoring of providing a urine specimen.
- E. Failure to provide a urine, breath or saliva specimen within required time frames may be considered a refusal. If an employee cannot produce a sufficient quantity of urine or breath, he/she will be directed to be evaluated by a physician of the corporation's choice. If the physician cannot find a legitimate medical explanation for the inability to provide a specimen, it will be considered a refusal to test. In that circumstance the employee has violated one of the prohibitions of the USDOT regulations.
- F. Failure to undergo a medical examination or evaluation as directed by the MRO as part of the verification process or as directed by the transportation director as part of the "shy bladder" or "insufficient breath" situation.

- G. Failure or declining to take a second test as required by USDOT regulations.
- H. Failure to cooperate with any part of the testing process and/or conduct that would obstruct the proper administration of a test. (e.g., refusing to empty pockets when so directed by the collector or behave in a confrontational way that disrupts the collection process.
- I. Refusing to sign step two of the alcohol testing form.
- J. A report from the MRO that the employee has a verified adulterated or substituted test result.

Drivers testing positive for alcohol (.02 or greater) or for a controlled substance shall be prohibited from driving or performing a safety-sensitive function for the school corporation and become subject to any EACS school corporation Guideline dealing with the use of alcohol and controlled substances.

Performing a safety-sensitive function means a driver is considered to be performing a safety-sensitive function during any period in which he or she is actually performing, ready to perform, or immediately available to perform any safety-sensitive functions.

A safety-sensitive function is defined as:

- A. All time spent at a facility, or other property, or on any public property, waiting to be dispatched, unless the driver has been relieved from duty by the school corporation.
- B. All time spent inspecting equipment, otherwise inspecting, servicing, or conditioning any motor vehicle at any time.
- C. All driving time spent at the driving controls of a motor vehicle in operation.
- D. All time, other than driving time, in or upon any motor vehicle.
- E. All time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, or remaining in readiness to operate the vehicle.

- F. All time spent performing the driver requirements relating to an accident.
 - G. All time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.
8. Return to Duty Testing. A return to duty test will be required for all employees who have violated this Guideline. The employee may not return to duty until he or she passes a drug test and/or tests below a .02 for breath alcohol and the medical review officer (MRO) or the substance abuse professional (SAP) and the school corporation have determined that the employee may return to duty.
 9. Follow-Up Testing. Any employee who has returned to work following a violation of this drug and alcohol Guideline will be subject to follow-up testing. At a minimum six follow-up tests will be required within the first 12 months following an employee's return to work and less frequently during the next 4 years. Employees will be tested in accordance with USDOT regulations and the recommendations of the SAP.

Section 6. Supervisor Training. Transportation directors and supervisors are the key to a drug-free work environment. At a minimum, the Director of Transportation and supervisors will receive basic training and orientation on:

1. The identification of behavioral and physiological signs of alcohol and drug abuse.
2. How to recognize, counsel and document driver's whose performance has deteriorated.
3. How and when to suggest and/or require the services of the Employee Assistance Program (EAP), or any other drug/alcohol assistance program.
4. The training of both supervisors and drivers will be documented.

Section 7. Driver Training. The driver's training program will consist of:

1. Explanation of the effects and consequences of alcohol and controlled substance use on personal health, safety and work environment.
2. The manifestations and behavioral causes that may indicate alcohol and controlled substance use or abuse.

3. Information and materials required by federal regulations.
4. The training of both supervisors and drivers will be documented.

Section 8. Testing Procedures. The following testing procedures are to be strictly observed by any collection facility and/or laboratory contracted with by the school corporation in order to carry out its drug and alcohol testing program.

Controlled substance testing procedures include the following:

1. Chain of Custody. Chain of Custody is defined as procedures to account for the integrity of each urine specimen by tracking its handling and storage from point of specimen collection to final disposition of the specimen. These procedures will require an approved chain-of-custody form.
2. Preparation for Testing.
 - A. Use of tamper-proof seal system designed in a manner that a specimen bottle top can be sealed against undetected opening and the bottle has a means for identification of the test subject, either by number or some other confidential manner.
 - B. Use of shipping container in which one or more specimens and associated paperwork may be transferred and which can be sealed and initialed to prevent undetected tampering.
3. Specimen Collection. Specimen collection will be done at collection sites designated by the school corporation.
4. Laboratory Analysis. Laboratory analysis of all specimens collected will be done by Parkview Occupational under all federal guidelines.
5. Review of Results of the Laboratory Tests. The laboratory reports the test results of the school corporation directly to the school corporation's Medical Review Officer (MRO) within an average of five (5) working days.

Both positive and negative results must be reported. The report, as certified by the responsible laboratory individual shall indicate the drug/metabolites tested for, whether the results are positive or negative, and the cut-off level for each drug analyzed, the specimen number assigned to the specimen and the drug testing laboratory identification number. All tests submitted to the laboratory at the same time must be submitted to the MRO at the same time.

The laboratory may transmit the test results to the MRO by various electronic means, such as teleprinter, facsimile or computer, so long as those methods established are designed to maintain confidentiality. Results cannot, at any time, be provided verbally by telephone. The laboratory must also transmit to the MRO the original or a certified copy of urine chain-of-custody and control form and must identify the individual responsible for the day-to-day management of the laboratory process.

6. The Role of the Medical Review Officer.

- A. All tests results will undergo a review process by the MRO.
- B. Negative test results will be reported directly to the school corporation by the MRO.
- C. Positive, adulterated or substituted results will be handled in the following manner by the MRO:
 - i. Before reporting a positive, adulterated or substituted test result to the school corporation, the MRO will attempt to contact the employee to discuss the test result.
 - ii. The employee is required to discuss the result with the MRO. The employee will be allowed to explain and present medical documentation to explain any permissible use of a drug.
 - iii. For adulterated or substituted results, the employee must demonstrate that he or she did produce or could have produced urine, through physiological means, a specimen meeting the creatinine and specific gravity criteria of a substituted or adulterated specimen.
 - iv. If the MRO is unable to contact the employee directly, the MRO will contact the Director of Transportation who shall contact the employee and direct the employee to contact the MRO. Upon being so directed, the employee shall contact the MRO immediately or, if the MRO is unavailable, at the start of the MRO's next business day.

- v. If, after failing to contact the MRO within 72 hours after being instructed to do so by the Director of Transportation, or if the employee cannot be contacted at all within ten (10) days, or the employee expressly declines the opportunity to discuss the test, the MRO may verify the test as positive or a refusal.
 - vi. In the MRO's sole discretion, a determination will be made as to whether a result is verified as positive, negative or considered a refusal.
 - vii. After any verified positive or refusal to test determination, the employee may petition the MRO to reopen the case for reconsideration.
4. Diluted Specimens: If a specimen is reported diluted by the laboratory, the MRO will report this information to the Director of Transportation. The school corporation requires an immediate recollect for another test. The result of this test will stand as the final result.
7. The Appeal Process Available to Drivers Testing Positive. If a driver tests positive, he/she has the right to question the results by:
- A. Contacting the MRO to verify the sample number of the urine sample to the MRO's form.
 - B. Requesting the split-sample be tested within 72 hours of the original testing.
8. Testing Procedures. Alcohol testing procedures include the following:
- A. Testing Devices. Alcohol tests are to be conducted with only evidential breath testing devices (EBT's) approved by the National Highway Traffic Safety Administration (NHTSA) on their Conforming Products List (CPL). The rules allow the use of EBT's for the initial screening test that are on the CPL, that do not meet the additional requirements for the confirmation test (e.g. sequential numbering and print-out capability).

- B. Test Administrators. Only a Breath Alcohol Technician (BAT) that has had proper training may administer breath alcohol tests. Reasonable cause tests may not be conducted by the person making the determination that reasonable suspicion exists to conduct an alcohol test.
- C. Test Procedures. The BAT will perform an initial alcohol screen. If the initial screen results in a Blood Alcohol Concentration (BAC) of .02 or above, a confirmation test is required. Any tests resulting in a BAC of less than .02 will be considered negative. The BAT will wait a minimum of 15 minutes before administering the confirmation test. Confirmation tests must be performed within 20 minutes. If the confirmation test indicates a BAC of .020 to .039, the employee shall be removed from duty for 24 hours or until his/her next scheduled on-duty time, whichever is longer. Employees with test indicating a BAC of .04 or greater are considered to have engaged in prohibited conduct which may result in disciplinary action up to and including termination. All alcohol tests shall be performed just prior to, during or just after performing a safety sensitive function.

Section 9. Medical Information Disclosure. Pursuant to USDOT regulations, if, in the MRO's opinion, any information provided may mean a medical disqualification or represent a safety hazard, such as the use of certain prescription drugs, the MRO must disclose this to the school corporation. Individual test results for applicants and employees will be released to the school corporation and will be kept strictly confidential unless consent for the release of the test result has been obtained.

Section 10. Split Specimen Testing Protocol. An employee may request that the "split" portion of his/her specimen be tested at a different SAMHSA laboratory if he/she was notified by the MRO that his/her test result was positive, adulterated or substituted. The request must be made to the MRO within 72 hours of being notified of a verified positive, adulterated or substituted result. The MRO will arrange for all procedures to be done in accordance with split specimen testing procedures.

The cost of a split specimen test will be the responsibility of the employee. The school corporation will withhold the amount of the cost of testing the split specimen from the employee's pay unless other arrangements are acceptable to both the employee and the school corporation. If the employee makes a timely request to the MRO for the split portion to be tested, the MRO shall immediately make arrangements with the laboratory to initiate the process.

Section 11. Controlled Substance Testing Procedures.

Urine Collection Procedures:

1. The testing procedure starts with the collection of a urine specimen.
2. Collection procedures will follow the specific guidelines set forth by the USDOT as outlined in the published collection procedures guidelines.
3. Employees will be directed to empty their pockets and display the contents to the collector.
4. Employees will be allowed privacy during the collection process except as noted in number 5 below.
5. Observed collections are required by USDOT if:
 - A. The specimen is determined invalid and there is no medical explanation.
 - B. The collector observes evidence of an employee's attempt to tamper with the specimen.
 - C. The temperature of the specimen is out of range.
 - D. The specimen appears to have been tampered with.
6. Observed collections may be required on return to duty and follow-up tests.
7. As part of the collection process, the specimen provided will be split into two portions; a primary specimen and a secondary (split) specimen.
8. If the employee is unable to provide 45 ml of urine, the DOT "shy bladder" rule will apply. The employee will have up to 3 hours to provide the required 45 ml, and may consume up to 40 ounces of fluids during this time period. The employee will be required to be monitored during the waiting period.
9. After collection, the specimen will be submitted to a SAMHSA certified laboratory for testing.

Laboratory Procedures:

Drug testing will be performed through urinalysis. Urinalysis will test for the presence of drugs and/or metabolites of the following controlled substances:

1. Marijuana
2. Cocaine
3. Opiates
4. Amphetamines, and
5. Phencyclidine (PCP).

The SAMHSA certified laboratory will perform initial screenings on all primary specimens. In the event that the primal specimen tests positive, a confirmation test of that specimen will automatically be performed. If the confirmatory test is positive it will be reported to the Medical Review Officer (MRO) as a positive.

Validity Testing:

The laboratory must also perform validity testing on each specimen received. The purpose of validity testing is to determine whether certain adulterants or foreign substances were added to the urine, if the urine was diluted, or if the specimen was substituted. The following will be measured: creatinine level, specific gravity, and pH. In addition, all specimens will be tested for known adulterants. An initial validity test is performed first, followed by a confirmation test as required.

All laboratory results will be reported by the laboratory to a MRO designated by the Company or its agents.

Section 12. Disciplinary Actions for Policy Violations. Drivers found to commit any conduct prohibited by this policy, including refusal to test, and/or testing positive for alcohol (.04 or greater) or for a controlled substance shall be prohibited from driving or performing a safety-sensitive function for the school corporation. Such employee will be provided with the names, addresses, and telephone numbers of qualified substance abuse professionals (SAPs) who are approved by the school corporation. To be able to return to duty the employee must complete the following steps:

1. Complete an evaluation with a SAP.
2. Complete any rehabilitation and/or evaluation required by the SAP.
3. Be re-evaluated by the SAP and obtain written confirmation of satisfactory completion of all recommendations.
4. Complete a return to duty test that is issued with a negative result.

5. As a condition of continued employment, the employee will be required to submit to a minimum of 6 unannounced follow-up tests in the next 12 months after returning to work.

Follow-up testing is separate from and in addition to the reasonable suspicion, post-accident, and random testing. The schedule of follow-up testing shall be unannounced and in accordance with the instructions of the SAP. The cost of any SAP evaluation, prescribed treatment and follow-up testing shall be paid for by the employee. In addition, the employee will be subject to any school corporation policy dealing with the use of alcohol and controlled substances.

Drivers testing .02 or greater but less than .04 shall not drive or perform safety sensitive functions for the school corporation, nor shall the school corporation permit the driver to perform or continue to perform safety-sensitive functions, until the start of the driver's next regularly scheduled duty period, but not less than 24 hours following administration of the test. The driver also becomes subject to any other school corporation policy dealing with the use of alcohol and controlled substances.

Section 13. Educational Materials. The school corporation will provide education materials that explain the requirements of Federal Motor Carrier Safety regulations, consequences of violating the regulations, and the corporation's policies and procedures with respect to meeting these requirements. Materials will also be provided concerning the effects of alcohol and controlled substances use on an individual's health, work and personal life. Employees are required to attend an educational meeting to discuss the corporation's policies and procedures and to review all materials covered by this policy. Each employee is required to sign a statement certifying that he or she has received a copy of these materials. The corporation will provide these materials to employees prior to the start of the testing required by this policy and to any employee who is hired or transferred into a position requiring a CDL.

Section 14. Retention of Records. The following records relating to the school corporation's drug and alcohol testing program are required to be maintained:

1. Records related to the collection process:
 - A. Collection logbooks
 - B. Documents related to the random selection process
 - C. Calibration documentation for EBT's
 - D. Documentation of Breath Alcohol Technician (BAT) Training
 - E. Documentation of reasoning for reasonable suspicion testing

- F. Documentation of reasoning for post-accident testing
 - G. Documents verifying a medical explanation for the inability to provide adequate breath or urine for testing
 - H. Consolidated annual calendar year summaries
2. Records related to the driver's test results:
- A. Employer's copy of the alcohol test form, including results
 - B. Employer's copy of the drug test chain of custody and control form
 - C. Documents sent to the employer by the Medical Review Officer
 - D. Documentation of any driver's refusal to submit to a required alcohol or controlled substance test
 - E. Documents provided by a driver to dispute results of test
3. Documentation of any other violations of controlled substance use or alcohol misuse rules
4. Records related to evaluations and training:
- A. Records pertaining to substance abuse professional's (SAP's) determination of driver's need for assistance
 - B. Records concerning a driver's compliance with SAP's recommendations
5. Records related to education and training:
- A. Materials on drug and alcohol awareness, including a copy of the employer's policy on drug use and alcohol misuse
 - B. Documentation of compliance with requirement to provide drivers with educational material, including driver's signed receipt of materials
 - C. Documentation of supervisor training

- D. Certification that training conducted under this rule complies with all requirements of the rule
6. Records relating to drug testing:
- A. Agreements with collection site facilities, laboratories, medical review officers (MRO's), and consortia
 - B. Names and positions of officials and their role in the employer's alcohol and controlled substance testing program
 - C. Monthly statistical summaries of urinalysis
 - D. The employer's drug testing policy and procedures

All required records shall be maintained in a secure location with limited access. Records shall be made available for inspection at the school corporation's central office within two business days after a request has been made by an authorized representative of the Federal Highway Administration.

Legal Reference:
49 C.F.R. Part 40
49 C.F.R. Part 382
49 CFR 382.401
49 CFR 382.601