

## CHAPTER 6.00 – HUMAN RESOURCES

### DRUG AND ALCOHOL TESTING

6.80

- I. Dale County School System employees who hold a regular school bus driving certification and who wish to be maintained on the list of acceptable school bus drivers for the system, including extracurricular drivers, are subject to all the drug testing rules and regulations applicable to other school bus driver pursuant to Safety Regulations, Title 49 (49CFR), Part 199, 193, et. al. and any and all Department of Transportation Safety Standards. In addition, all employees of the Dale County Board of Education who shall operate a vehicle owned or licensed by the Dale County Board of Education or who regularly transport students of the system as a part of their job assignment shall be subject to the established drug and alcohol testing procedures of the Board.
- II. Failure to pass a drug test will result in the suspension of driving privileges, which may not be restored, except with the written permission of the Superintendent.
- III. Any employee of the Dale County of Education whose conduct or behavior or physical symptoms provides reasonable suspicion that the employee is under the influence of any drug and/or alcohol while performing duties as an employee or while being physically present on the premises of the Dale County Board of Education property during a school activity shall be subject to drug and alcohol testing.
- IV. At any time, the Superintendent of the Dale County Board of Board can require any employee or group of employees of the Dale County School System to submit to a random drug screening.
- V. Every employee of the Dale County Board of Education shall be provided a copy of this policy, its associated policy 6.16.1 and an acknowledgement statement. Receipt of these materials shall be acknowledged by said employee and shall be maintained in each employees personnel file.

#### STATUTORY AUTHORITY:

**CODE OF ALABAMA  
16-1-30**

#### LAW(S) IMPLEMENTED:

**CODE OF ALABAMA  
16-1-18.1, 349 CFR PART 40, DOT,  
49 CFR PARTS 382 & 391,  
FEDERAL HIGHWAY ADMINISTRATION**

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**ALABAMA ADMINISTRATIVE PROCEDURE ACT:** \_\_\_\_\_

**HISTORY:**

**ADOPTED: Dec 16, 2008**  
**REVISION DATE(S): JAN 13, 2015**  
**FORMERLY: GCQA**