

EMPLOYEE DRUG TESTING

The Governing Board maintains a drug and alcohol-free workplace. In accordance with law, all employees shall render service without using, possessing, being impaired by or being under the influence of alcohol or drugs.

PRE-EMPLOYMENT DRUG/ALCOHOL TESTING

Once a conditional offer of employment has been made, prospective employees shall undergo a pre-employment drug and alcohol screening for any substance which could impair their ability to safely and effectively perform their job functions. This screening shall be part of the employee's pre-employment physical examination.

All medical examinations shall be conducted in accordance with state and federal law, and in accordance with Board policy and administrative regulation.

LEGAL REFERENCES**EDUCATION CODE**

44839 Medical Certificate; Periodic Medical Examination
45122 Physical Examinations

GOVERNMENT CODE

8350 – 8357 Drug-Free Workplace
12940 Unlawful Employment Practices

CODE OF REGULATIONS, TITLE 5

5504 Medical Certification Procedures

UNITED STATES CODE, TITLE 20

7101-7143 Safe and Drug-Free Schools and Communities Act

UNITED STATES CODE, TITLE 41

701-707 Drug-Free Workplace Act

Loder v. City of Glendale, 1997) 14 Cal 4th 846

National Treasury Employees Union v. Von Raab, (1989) 109 S.Ct. 1384

International Brotherhood of Teamsters v. Department of Transportation, (1991) 932 F.2d 1292

Skinner v. Railway Labor Executives' Assn., (1989) 489 U.S. 602

Veronica School District 47J v. Acton, (1995) 115 S.Ct. 2386