

KANAWHA COUNTY BOARD OF EDUCATION POLICY

Drug Screening Program

Series: G37

Reference:

Issued: 04.19.1990

Revised:

Revision Number:

37.01 Authority to Establish. The Superintendent shall have the authority to establish and implement a drug screening program for applicants for safety sensitive positions with Kanawha County Schools, but no applicant shall be required to submit to a test as part of such program unless the applicant has met all requirements to be recommended to the Board for employment in a safety sensitive position. The Superintendent also shall have the authority to establish and implement a drug screening program for persons currently holding safety sensitive positions, based upon a reasonable suspicion of improper drug or alcohol use by such persons.

37.02 Posting or Advertisement. Any public announcement, advertisement, or posting soliciting applications for employment in a safety sensitive position in Kanawha County Schools shall include a statement of the requirements of the drug screening program established under this policy for applicants and for employees holding such positions.

37.03 Termination of Employment. Valid posting test results with respect to any test administered under this policy shall constitute grounds for termination of employment or withholding the Superintendent's recommendation for employment.

37.04 Confidentiality. The results of any test administered as a part of a program authorized by this policy shall be confidential and shall not be disclosed publicly except as may be required by Board approval of a recommendation that employment be terminated.

37.05 Administrative Regulations. The Superintendent shall adopt administrative regulations, as necessary, to carry out the provisions of this policy.

37.06 "Safety Sensitive" Positions Defined. Safety sensitive positions shall include, but not be limited to the following positions:

37.06.1 Director of Transportation.

37.06.2 Coordinator of Transportation.

37.06.3 School Bus Terminal Supervisors.

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37.06.4 School Bus Operators.

37.06.5 School Bus Mechanics.

37.06.6 Driver Education Instructors.