

Revisions were made to the following policy to include saliva testing of Transportation employees.

4340 Drug and Alcohol Testing

Campbell County School District will comply with the Omnibus Transportation Employee Testing Act of 1991. These rules impose alcohol and drug testing of safety-sensitive employees who are required by their job description to have a commercial driver's license. Pursuant to the regulations promulgated by the Department of Transportation, Campbell County School District will test safety-sensitive employees for both alcohol and drugs in the following areas:

- pre-employment,
- post-accident,
- reasonable suspicion, and
- random,
- return to duty,
- follow-up testing.

Campbell County School District will adhere to the Department of Transportation (DOT) rules which include a drug and alcohol testing ~~rule (49 CFR Part 40)~~ that establishes procedures for urine drug testing and breath alcohol testing. **The district will also administer a non-DOT saliva test. The saliva test will determine if an employee will need to stand down while waiting for lab results from either drug test.**

Campbell County School District will comply with Wyoming Workers' Safety and Compensation Division guidelines to impose alcohol and drug testing procedures following a personal injury accident which may result in a worker compensation claim. Campbell County School District will test transportation employees for both alcohol and drugs following a personal injury accident.

~~Campbell County School District will adhere to the Department of Transportation rules which include a drug and alcohol testing rule (49 CFR Part 40) that establishes procedures for urine drug testing and breath alcohol testing.~~

Employee alcohol and drug testing results and records will be maintained under strict confidentiality in the employee's medical file in the Human Resources Office.

ADOPTION DATE:

June 13, 1994; Editorial Revision: February 12, 1996; Revised October 14, 2003; Revised December 14, 2010; Minor revision January 13, 2015; Reviewed with no changes January 11, 2021; **Revised January 10, 2023;**

LEGAL REFERENCE(S):

59 Federal Register Part II, 7302-7625 (2/15/1994); Omnibus Transportation Employee Testing Act of 1991; 49 CFR Part 40

CROSS REFERENCE(S):

4325, 4335

ADMINISTRATIVE REGULATION: 4340-R