

PERSONNEL - ALL PERSONNEL

SUBJECT: Employee Drug Testing

The Superintendent 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.

(cf. 4020 - Drug and Alcohol-Free Workplace)

(cf. 4112.42/4212.42/4312.42 - Drug and Alcohol Testing for School Bus Drivers)

Legal Reference:

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

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