

OPERATION OF SCHOOL OWNED VEHICLES

School bus drivers and school employees driving school-owned vehicles should conscientiously observe all traffic regulations and requirements in the Commissioner's Regulations for school bus drivers.

Driving a school vehicle while under the influence of alcohol or drugs the following consequences shall be imposed:

Consequences for covered drivers

Pursuant to the Act and the regulations:

1. A covered driver who has an alcohol concentration of at least 0.02 shall be removed immediately from his/her performing safety sensitive position for at least 24 hours and shall not return until her/she is evaluated by a substance abuse professional, completes any other steps required by the SAP and takes a return to duty test.
2. A covered driver who has an alcohol concentration on at least 0.04 shall be removed immediately from his/her safety sensitive position and may not return until he or she is evaluated by a substance abuse professional, completes any other steps required by the SAP and takes a return to duty test.
3. A covered driver who has a verified positive result on a drug test shall be prohibited from performing safety sensitive functions until the employee is evaluated by a substance abuse professional, completes any other steps required by the SAP and takes a return to duty test.
4. A covered driver who refuses to submit to a test, shall be prohibited from performing safety sensitive functions until the employee is evaluated by a substance abuse professional, completes any other steps required by the SAP and takes a return to duty test.
5. A covered driver may not perform safety sensitive functions, if there exists a reasonable suspicion that the driver is under the influence of, or impaired by, alcohol as shown by the behavioral, speech, and performance indicators of alcohol misuse, until an alcohol test is administered and the driver's alcohol concentration measures less than 0.02 or 24 hours have elapsed following a determination that reasonable suspicion exists to believe that the alcohol prohibitions of this policy have been violated.
6. A covered driver may not perform safety sensitive functions even is his or her alcohol concentration is less than 0.02, or the alcohol concentrations is unknown, if the employer detects the presence of alcohol in the driver by other means.

Independent of the requirements of the Act and the regulations promulgated there under, a covered driver may not perform safety sensitive functions, if there exists a reasonable suspicion that the driver is under the influence of, or impaired by, drugs as shown by the behavioral, speech, and performance indicators of drug abuse, until a drug test is administered and there is a verified negative result.

Independent of the requirements of the Act and the regulations promulgated there under, covered drivers who have been found to have violated the prohibited conduct under this policy will be immediately suspended from their safety-sensitive function without pay pending a complete review of the test results and what led to the test results, if appropriate. After review, if the covered driver was found to have an alcohol concentration of 0.04 or greater, a positive drug test, or refused to submit to a test, the employee shall be terminated. If the covered driver was found to have an alcohol concentration between 0.02 and 0.04, he or she shall be required to be evaluated by a substance abuse professional, complete any other steps required by the SAP and take a return to duty test before returning to work.

All school bus drivers shall have an annual examination.

The examination may be done at any time during the fiscal year, as long as each examination is no more than 12 months after the previous exam. A statement concerning the employee's physical fitness for the assigned position shall be sent to the School by the examining physician/physician assistant or delivered to the school by the employee.

Employees/ drivers will pay for their annual medical examination given by their personal physician and not the school doctor/physician. If a required 19A examination is given by the contracted medical provider, it will be covered.

APPROVED: BOARD OF EDUCATION

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