

<p style="text-align: center;">CASWELL COUNTY SCHOOLS BOARD OF EDUCATION POLICY</p>	<p style="text-align: center;"><u>PERSONNEL</u> Alcohol and Drug Testing</p>	<p style="text-align: center;">740</p>
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This policy is to meet the Federal Motor Carrier Safety Regulations (FMCSR) 49 CFR, Part 382, adopted on February 15, 1994, amendment clarified by DOT Secretary on May 8, 1995.

The Caswell County Public Schools will implement the following alcohol and drug testing program(s):

All new employees who hold a CDL, and who in any capacity, drive a regular school bus, handicapped school bus, or activity school bus, must satisfactorily pass the school district administered drug screening test before beginning their driving responsibilities.

All individuals who hold a CDL, and who in any capacity drive a regular school bus, handicapped school bus, or activity school bus must participate in the school district administered post-accident, random, reasonable suspicion, return to duty, and follow up testing program, for both alcohol and drugs, which is held throughout the year.

The Caswell County Public Schools will also require all current employees, who either drive a school or state-owned vehicle, or are paid a monthly stipend in lieu of driving such a vehicle, to pass the initial drug-screening test. They also must participate in the school district administered post-accident, random, reasonable suspicion, return to duty, and follow up testing program for both alcohol and drugs held through the year.

The Caswell County Public Schools will require all current employees, who either drives a school or state-owned vehicle to:

Submit to an immediate medical examination, including alcohol and/or drug testing where a designee has reasonable cause.

Submit immediately to alcohol or drug testing if the employee is either involved in an accident while operating a school vehicle which results in personal injury to anyone or in property damage in excess of \$500; or is responsible for maintaining any equipment which malfunctions and results in personal injury or property damage in excess of \$500.

The Caswell County Public Schools will also require any individual who tests between 0.01 and 0.019 on the alcohol breathalyzer test, to be, on the first offense - relieved from driving. Any individual who tests positive for any amount of illegal drugs will be relieved from driving.

In all cases of alcohol or drug use, the employee is subject to termination.