

Policy 403.06: Drug and Alcohol Testing Program**Status:**
ADOPTED**Original Adopted Date: 10/9/25 | Last Reviewed Date:**

Employees who operate school vehicles are subject to drug and alcohol testing if a commercial driver's license is required to operate the school vehicle and the school vehicle transports sixteen or more persons including the driver or the school vehicle weighs twenty-six thousand one pounds or more. For purposes of the drug and alcohol testing program, the term "employees" includes applicants who have been offered a position to operate a school vehicle.

The employees operating a school vehicle as described above are subject to pre-employment drug testing and random, reasonable suspicion and post-accident drug and alcohol testing.

Employees operating school vehicles will not perform a safety-sensitive function within four hours of using alcohol. Employees governed by this policy are subject to the drug and alcohol testing program beginning the first day they operate or are offered a position to operate school vehicles and continue to be subject to the drug and alcohol testing program as long as they may be required to perform a safety-sensitive function as it is defined in the administrative regulations.

Employees with questions about the drug and alcohol testing program may contact the Transportation Director or Superintendent.

Employees who violate the terms of this policy are subject to discipline, up to and, including termination. The district is required to keep a record of all drug or alcohol violations by employees for a minimum of five years. Employees are put on notice that information related to drug or alcohol violations will be reported to the Federal Motor Carrier Safety Administration (FMCSA) Clearinghouse. Additionally, the district will conduct FMCSA Clearinghouse queries for employees annually. Employees must provide written consent for the district to conduct FMCSA Clearinghouse queries; however, employees who choose to withhold consent will be prohibited from performing any safety sensitive functions

It is the responsibility of the superintendent to develop administrative regulations to implement this policy in compliance with the law. The superintendent will inform applicants of the requirement for drug and alcohol testing in notices or advertisements for employment.

The superintendent will also be responsible for publication and dissemination of this policy and supporting administrative regulations and forms to employees operating school vehicles. The superintendent will also oversee a substance-free awareness program to educate employees about the dangers of substance abuse and notify them of available substance abuse treatment resources and programs.

IASB Drug and Alcohol Testing Program (IDATP) Web site:

https://www.ia-sb.org/Main/Affiliated_Programs/Iowa_Drug_Alcohol_Testing_Program.aspx.

Legal Reference:	<i>American Trucking Association, Inc., v. Federal Highway Administration</i>, 51 Fed. 3rd 405 Cir. (4th 1995). 49 U.S.C. §§ 5331 <i>et seq.</i> 42 U.S.C. §§ 12101. 41 U.S.C. §§ 81. 49 C.F.R. Pt. 40; 382; 39. 34 C.F.R. Pt. 85. Local 301, Internat'l Assoc. of Fire Fighters, AFL-CIO, and City of Burlington, PERB
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I.C. Iowa Code

Iowa Code § 124

Iowa Code § 279.8

Iowa Code § 321.375

Iowa Code § 730.5

Description

[Controlled Substances](#)

[Directors - General Rules - Bonds of Employees](#)

[Motor Vehicles - Bus Drivers](#)

[Drug-Free Workplaces](#)

U.S.C. - United States Code

41 U.S.C. §§ 81

42 U.S.C. § 12101

49 U.S.C. §§ 5331

Description

[Public Contracts - Drug-Free Workplace](#)

[Public Health - Equal Opportunity - Disabilities](#)

[Transportation - Testing /Controlled Substances](#)

C.F.R. - Code of Federal Regulations

49 C.F.R. Pt. 382

49 C.F.R. Pt. 390

49 C.F.R. Pt. 40

Description

[Transportation - Controlled Substances and Alcohol Use Testing](#)

[Transportation - Federal Motor Carrier Safety Regulations](#)

[Transportation - Drug and Alcohol Testing](#)

Cross References

Code

403.05

403.05-R(1)

403.05-E(1)

409.02

Description

[Substance-Free Workplace](#)

[Substance-Free Workplace - Regulation](#)

[Substance-Free Workplace - Notice to Employees](#)

[Employee Leaves of Absence](#)