

**Drug and Alcohol Screening for Applicants and Employees  
Who Must Hold a Commercial Driver's License**

EFFECTIVE DATE: JANUARY 1, 1995 (Systems having 50 or more CDL Licensed Drivers on March 17, 1994)

The Cherokee County Board of Education is dedicated to providing safe and efficient transportation for students transported on school buses with unimpaired judgment, physical dexterity, reflex action, and unimpaired senses of sight and hearing, of employees in safety sensitive functions. The goal of this Board is, therefore, to provide our employees and students with an environment which promotes health and safety.

Employees engaged in safety-sensitive function--an employee of a local school system who holds a Commercial Driver' License (CDL) and who also operates or has reason to move a school bus or other commercial vehicle. Employees engaged in safety-sensitive functions include, but are not limited to mechanics, school bus drivers, substitute school bus drivers, maintenance workers, coaches, teachers and administrators.

In order to meet this goal, and also as referenced under Board policy GAM, Drug-free Workplace Staff Rights and Responsibilities, we hereby endorse the U.S. Department of Transportation Federal Motor Carrier Administration's anti-alcohol and controlled substances policies and regulations. This Board will not tolerate unauthorized use, abuse, possession or sale of controlled substances by its employees. We will provide training, education and other assistance to our employees to help them understand their responsibilities in achieving an alcohol and controlled substances free environment.

Non-compliance with this policy or violation of the regulations may result in severe disciplinary action including suspension or dismissal.

**ALCOHOL TESTING AND USE BY EMPLOYEES ENGAGED IN SAFETY SENSITIVE JOBS**

The Cherokee County Board of Education will make every effort to ensure all students, employees and the public are afforded the highest level of safety. This level will not be compromised by the use of alcohol by employees performing safety-sensitive jobs.

The following prohibitive behavior will not be tolerated by any CDL driver:

1. Possession of alcohol on school grounds, including buses, or at school activities is prohibited.
2. Consumption of alcohol four hours or less prior to a driver performing their safety-sensitive job will be prohibited. This includes medication containing alcohol such as Nyquil and Robitussin.

**BOARD POLICY**  
**Drug Screening of Bus Drivers**

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**Descriptor Code: GCRA(1)**

3. Driver's unavailability to test post accident up to eight hours.

Violation of any of these items will result in disciplinary action, up to and including termination, in accordance with O.C.G.A. §20-2-1122 (B).

Employees will be tested for alcohol using an approved Evidential Breath Testing (EBT) device and operated by a qualified Breath Alcohol Technician (BAT) and tested confirmation testing. If test results are:

1. .00 to .019 breath alcohol will be reported as a negative.
2. .02 to .039 breath alcohol will require confirmation testing. Removal from duty, a minimum of 24 hours, will result. A driver found to have a measurable alcohol in his or her system during the school day shall be subject to disciplinary action at the discretion of the Superintendent and local board.
3. .04 or greater breath alcohol, will require confirmation testing; removal from duty and termination in accordance with O.C.G.A. §20-2-1122 (B).

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**ADOPTED: August 2, 2001**  
**LAST REVISED: October 17, 2002**

**Cherokee County Board of Education**