

Drug and Alcohol Testing

The Columbia County Board of Education requires drug and alcohol testing of all employees who drive school system vehicles.

In addition, employees who hold commercial drivers licenses will be required to submit to testing as stipulated under the OMNIBUS Transportation Employee Testing Act (O.T.E.T.) and Georgia Codes 20-2-1120, 20-2-188 and 20-2-1121.

Times include but are not limited to: pre-employment; annual physical examination; employee involved in traffic accident or violations while operating system vehicles and random selection.

In addition, where complaints are filed or reasonable cause or suspicion exists, employees may be tested.

The Board of Education reserves the right to require an employee to submit to alcohol and drug testing as stipulated by the supervisor.

Testing shall be at the expense of the Board of Education. Any measurable level of alcohol or any prohibited drugs in the blood, breath or urine while in the course of employment with the Columbia County School System or refusal to submit to testing may be grounds for immediate termination.

Any violation of this policy shall be brought to the attention of the Board as a personnel matter at the next regular meeting.

**PROCEDURE: NO**

**ADOPTED: 10/24/95**

**REVISED: 7/23/96, 10/01/99**