MANDATORY DRUG & ALCOHOL TESTING - SCHOOL BUS DRIVERS

1. Statement of Policy
The Salem School District believes that the safety of students is of utmost importance. While students are being transported to and from school or school activities their safety and well-being are the primary responsibility of the vehicle driver. To fulfill such a responsibility, bus drivers and others who perform safety-sensitive functions with commercial vehicles that transport students must be mentally and physically alert at all times while on duty.

2. Medical Examination of School Bus Operators
In accordance with RSA 200:37, before employing any person as a school bus operator, the Salem School District’s transportation vendors shall require that such persons submit a certificate signed by a licensed physician setting forth the physician’s findings as a result of the examination to determine the physical condition of drivers in accordance with the requirements of 49 C.F.R. Part 391.41-391.49. Such certificate shall be submitted to the School District prior to the commencement of such employment and the District shall retain a copy of such certification. Every two years thereafter, either prior to the commencement of the school year or prior to the reemployment of such persons as a school bus operator, the School District shall require submission of a like certificate, except that school bus operators attaining the age of 70 shall be required to undergo an annual examination and to submit a certificate annually.

3. School Bus Driver’s Certificate
No person shall be employed as a school bus operator unless the person has received a School Bus Driver’s Certificate from the NH Department of Motor Vehicles as required by RSA 263:29.

4. Criminal Background Investigation
Before employing any person as a school bus operator, the Salem School District’s transportation vendors shall require a criminal background investigation as set forth in RSA 189:13-a and School District policy.

5. Mandatory Drug and Alcohol Testing
In compliance with the United States Department of Transportation’s Title 49 Code of Federal Regulations, Part 391, all CDL holders and personnel performing safety-sensitive functions related to the transportation of Salem School District students will be required to submit to drug and alcohol testing. Testing procedures and facilities used for the tests shall conform to the requirements of the 49 C.F.R. Part 40. The term “CDL holder” means someone who is required as part of their job duties to hold a Commercial Driver’s License. The term “safety-sensitive function” refers to all tasks associated with the operation and maintenance of commercial vehicles. A “commercial vehicle” is any vehicle capable of carrying 16 or more passengers including the driver.
The Salem School District’s transportation vendors shall be the employer and provide assurance to the Superintendent of Schools on an annual basis that they are in compliance with the Mandatory Drug and Alcohol Testing requirements.

The Drug and Alcohol Testing will include pre-employment, random, reasonable suspicion and post-accident testing as defined by the Department of Labor Regulations.

The Salem School District policy is that any persons employed by it or by the District’s transportation vendors who operate a vehicle transporting students, or who perform “safety sensitive functions” with respect to transportation vehicles who have a confirmed positive test for drugs or a confirmed alcohol concentration will be removed from such duties. The School Superintendent shall deny his required approval to operate a school bus to any person who has a confirmed positive test for drugs or a confirmed alcohol concentration.