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## **POLICY SECTION 814: Drug and Alcohol Testing Policy for Bus Drivers**

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### **POLICY**

The purpose of this Drug and Alcohol Testing Policy is to ensure that all individuals employed as school bus drivers have the capacity to safely and reliably perform their responsibilities and duties. Recognizing that bus drivers are responsible for the safe transport of school age children and young adults, it is imperative that drivers be free of any mind altering substances and, in particular, alcohol and illegal drugs in order to perform the essential duties of their job safely, reliably and efficiently.

The requirement for regular and random testing is necessary because the Board does not directly supervise drivers on their daily routes and there is limited peer interaction. As a result of the large geographic district covered by the Board, drivers, for the most part, leave from and return to their own homes following their runs. Because of the lack of direct supervision, the Board has limited means by which to assess the day to day abilities of a driver and relies upon being alerted to a potential problem by a higher than normal accident rate or student/parental complaints.

The Board's policy of requiring regular and random testing is instituted in order to identify employees with dependency problems and to assist them in overcoming addictions that render them incapable of safely performing their driving duties.

### **GUIDELINES**

#### **A. Application**

This policy applies to all individuals employed by the Ahkwesahsne Mohawk Board of Education as a school bus driver, including without limitation, all casual, part-time and full-time drivers.

#### **B. Annual and Random Testing**

The Board will require all school bus drivers to submit to urinalysis, blood testing, or hair samples prior to the commencement of each school year in or before September. The Board may also, from time to time throughout the school year, require a driver to submit to random testing. The requirement to submit to an additional test during the school year may be required in the event of an accident, student/parent complaint of suspected impairment, or such other circumstances as may cause the Board to question the ability of the individual to safely perform his/her driving responsibilities.



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### **C. Requirement to Advise of Prescription/Non-Prescription Drug Use**

Drivers are required to contact the Transportation Supervisors to advise of his/her use of any prescription or non-prescription drug containing codeine prior to taking their scheduled run(s). The driver is expected to monitor any side effects of such drugs that would impact upon his/her ability to drive.

### **D. Which Substances is the Board testing for?**

The Board will be testing for the presence of any illegal/illicit drugs, including, but not limited to: alcohol, inhalants, and other prescription/mind-altering drugs.

### **E. Who is responsible for conducting the tests?**

Samples will be taken at the Akwesasne Medical Clinic by community health representatives. The samples will be forwarded to a registered agency for testing.

### **F. What happens when there is a positive test?**

In the event of a positive test, another test will be taken as soon as possible following release of the report of a positive test. The driver will immediately be removed from his/her driving responsibilities; attempts may be made to offer modified work where possible (i.e. bus monitor).

### **G. Return to Work following Rehabilitative Efforts**

Drivers will only be entitled to return to driving responsibilities when they test negative, and where appropriate, have successfully completed any dependency rehabilitation program that may be mandated by the Board. Other conditions of return to work may be stipulated by the Board depending upon individual circumstances. For example, as a condition of return to work, the individual may be required to undergo more frequent testing, to attend Alcoholics Anonymous meetings, or such other conditions as are applicable in the circumstances.

### **H. Termination of Employment**

Repetitive/persistent positive test results, failure to complete the required rehabilitation counselling, to remain substance-free, or to meet the conditions of continues employment as stipulated by the Board, may result in termination of employment.

### **I. Confidentiality**

The result of any test results will be provided to the Transportation Supervisor and the employee concerned.