

PRE-EMPLOYMENT DRUG TESTING

The School District is aware of the effect that the use of illegal drugs has in decreasing employee productivity and quality of work, and in increasing safety risks for students, co-workers, and the public-at-large in the school environment. The District further recognizes its responsibility to protect the integrity of the workforce, provide for public safety on school grounds and during school-sponsored off-site activities, and for the care and protection of its students.

The District may require an individual applicant to undergo a pre-employment drug test before a conditional offer of employment is made. The District may refuse to employ an applicant based upon a test result that indicates the illegal use of drugs. The District may take these actions even if an applicant claims that he or she has stopped illegally using drugs.

The District will comply with applicable federal, state, or local laws regulating when and how drug tests may be used, what drug tests may be used, and confidentiality of the tests.

The School District shall not discriminate on the basis of any protected category under State or Federal Statute.

LEGAL REF: Americans with Disabilities Act of 1990

Adopted: May 12, 1993  
Last Revision: January 14, 2004  
Last Review: February 8, 2017

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