

**COMMERCIAL DRIVERS LICENSE (CDL) EMPLOYEES-
ALCOHOL AND CONTROLLED SUBSTANCE TESTING**

The School Board recognizes the critical and growing problem alcohol and controlled substance abuse poses to the transportation of its students. It is the policy of the School Corporation to provide and maintain a safe, healthy, and productive work environment for our drivers. This policy applies to all drivers and applicants for driver positions for the School Corporation who must have a Commercial Drivers License (CDL) to operate school vehicles.

All such drivers have the responsibility to report for work and perform their jobs in a fit mental and physical condition. The nature of school transportation is such that any unnecessary risk could affect our students and the public. This policy was developed to ensure not only student and employee safety, but that of the general public as well.

The Superintendent or his/her designee is authorized to implement this policy and program, including a periodic review of the program to address any problems, changes, and/or revisions of it, maintenance of all records required by the federal regulations, and determination upon Board approval of how the program will be accomplished, whether in-house, contracted, or by consortium.

The Superintendent or his/her designee is responsible for communicating this policy to all drivers and is accountable for its consistent enforcement. The Superintendent is designated to answer questions about this policy and all other matters involved in alcohol and controlled substance testing of CDL drivers.

I. DRUG AND ALCOHOL CLEARINGHOUSE CHECKS FOR CDL DRIVERS

Prior to employment the school corporation will conduct a full query of the Federal Motor Carrier Safety Administration's Drug and Alcohol Clearinghouse (Clearinghouse) to obtain information about the driver's eligibility under federal rules to perform a safety-sensitive function. The school corporation will also contact prior employers where the applicant was a CDL driver for information to determine the driver's eligibility to perform safety-sensitive functions. Prior employers' inquiries will continue until January 2023.

The school corporation will conduct a limited query of the Clearinghouse for current CDL drivers who are employees on at least an annually basis. If information exists in the Clearinghouse about a driver, the school corporation will conduct a full query within 24 hours to determine if the driver is eligible to perform safety-sensitive functions. If the school corporation fails to conduct the full query within 24 hours, the driver will not be allowed to perform any safety-sensitive functions until the full query is conducted and it is determined the driver may perform safety-sensitive functions.

The school corporation will report the following information collected and maintained on each CDL driver to the Clearinghouse:

1. A verified positive, adulterated, or substituted drug test result;
2. An alcohol confirmation test with a concentration of 0.04 or higher;
3. A refusal to submit to any test required by this policy or the CDL drug testing program;
4. An employer's report of actual knowledge of the following:
 - A. On duty alcohol use;
 - B. Pre-duty alcohol use;
 - C. Alcohol use following an accident; and

- D. Controlled substance use.
- 5. A substance abuse professional (SAP) report of the successful completion of the return-to-duty process;
- 6. A negative return-to-duty test; and
- 7. An employer's report of completion of follow-up testing.

II. SAFETY-SENSITIVE FUNCTION -- DEFINED

Performing a safety-sensitive function means a driver is considered to be performing a safety-sensitive function during any period in which he or she is actually performing, ready to perform, or immediately available to perform any safety-sensitive functions.

A safety-sensitive function is defined as:

- 1. All time spent at a facility, or other property, or on any public property, waiting to be dispatched, unless the driver has been relieved from duty by the school corporation.
- 2. All time spent inspecting equipment, otherwise inspecting, servicing, or conditioning any motor vehicle at any time.
- 3. All driving time spent at the driving controls of a motor vehicle in operation.
- 4. All time, other than driving time, in or upon any motor vehicle.
- 5. All time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, or remaining in readiness to operate the vehicle.
- 6. All time spent performing the driver requirements relating to an accident.
- 7. All time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

III. PROHIBITED CONDUCT

The following shall be considered prohibited conduct for purposes of this policy:

- 1. No employee shall report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcoholic concentration of .04 or greater.
- 2. No employee shall be on duty or operate a commercial vehicle while the employee possesses alcohol.
- 3. No employee shall use alcohol while performing safety-sensitive functions.
- 4. No employee shall perform a safety-sensitive function within **6 (six) hours** after using alcohol.
- 5. No employee required to take a post-accident test shall use alcohol for 8 (eight) hours following the accident or until he or she undergoes a post-accident test, whichever occurs first.

6. No employee shall refuse to submit to a post-accident, random, reasonable suspicion, return-to-duty, or follow-up alcohol or drug test.
7. An employee is prohibited from reporting for duty or remaining on duty when the employee uses any controlled substance except when the use is pursuant to the written instructions of a physician who has advised the employee that the substance will not adversely affect their ability to safely perform their duties. The employee must provide the school corporation with proof of such medical advice. The transportation director decides if the employee can remain at work or what work restrictions are necessary.
8. Any employee who is using a prescribed drug or other medication which is known or advertised as possibly affecting or impairing judgment, coordination, or other sense, or which may adversely affect the employees ability to perform work in a safe and productive manner, must notify the transportation director prior to starting work. The transportation director will decide if the employee can remain at work or what work restrictions are necessary.

IV. **TESTING OF DRIVERS.** All drivers will be tested for alcohol and drug abuse in accordance with the approved procedures when directed by the Superintendent or his/her designee. Drivers will be tested under the following guidelines:

1. **Pre-Employment.** Under no circumstances will an individual be placed on the payroll without proof of a successful completion of drug tests. Any individual who refuses to submit to such tests or has a positive controlled substance test result will not be considered for employment with the School Corporation. Any applicant or employee transferring to a CDL safety-sensitive position must perform pre-employment alcohol and controlled substance tests. Every applicant or employee transferring from a non-DOT function to a CDL position will receive pre-employment alcohol and controlled substance tests. Said tests will be performed after a contingent offer of employment or transfer has been made, all such test results being subject to interpretation under this policy.
2. **Random.** The school corporation will conduct random drug and alcohol tests. The corporation will submit all employees' names to a random selection system. Random selections will be spread throughout the year. The corporation will drug test 50% of the number of employees in each calendar year or at a rate established by the USDOT for the given year. The corporation will alcohol test 10% of the number of employees in each calendar year or at a rate established by the USDOT for the given year.
 - A. If an employee is selected at random for either test, the superintendent or the superintendent's designee or the testing agency will notify the employee. Once the employee is notified, he or she must proceed to the designated collection site immediately. If the employee does not go to the collections site as soon as possible after notification, such may be considered a refusal to test.
3. **Post-Accident.** Drivers are required to submit to drug and alcohol testing as soon as possible following a "DOT" accident which involves the loss of human life or the driver receives a citation under State or local law for a moving traffic violation arising from the accident.
 - A. A "DOT" accident is defined as an occurrence involving a commercial motor vehicle operating on a public road which results in:

- 1) a fatality; or
 - 2) The employee receives a citation for a moving violation arising from the accident that involved: a) bodily injury to a person who, as a result of the injury, immediately receives medical treatment away from the scene of the accident; or b) one or more motor vehicles incurring disabling damage as a result of the accident, requiring the vehicle to be transported away from the scene by a tow truck or other vehicle.
- B. A driver who is subject to post-accident testing shall remain readily available for such testing or may be deemed by the School Corporation to have refused to submit to testing. Nothing in this section shall be construed to require the delay of necessary medical treatment or to prohibit the driver from leaving the scene of an accident for a period necessary to obtain assistance in responding to the accident, or to obtain necessary medical care.
- C. No driver required to take a post-accident alcohol test shall not use alcohol for eight hours following the accident, or until he/she undergoes a post-accident alcohol test, whichever occurs first.
- 1) If a driver is seriously injured and cannot submit to testing at the time of the accident, he/she shall provide the necessary authorization for obtaining hospital reports and other documents that would indicate whether there were any drugs or alcohol in his/her system.
 - 2) The results of a breath or blood test for the use of alcohol or a urine test for the use of drugs conducted by Federal, State, or local officials having independent authority for the test shall be considered to meet the requirements for post-accident testing if the results are obtained by the School Corporation.
4. **Reasonable Suspicion.** The School Corporation is required to test for the use of alcohol and controlled substances upon “reasonable suspicion”. Reasonable suspicion is defined to mean that the School Corporation believes the behavior, speech, body odor, or appearance of a driver while on duty are indicative of the use of alcohol and/or controlled substances. The conduct must be witnessed by a supervisor or the Superintendent, if so trained. The mere possession of alcohol does not constitute a need for an alcohol test. The witness must have received training in the detection of probable alcohol and drug use by observing a person’s behavior. If it is at all possible, the witness should not conduct the alcohol test in order to protect the driver.
- A. Alcohol testing is authorized only if the observations are made during, just before, or just after the period of the workday of the driver. A written record shall be made of the observations leading to an alcohol and/or controlled substance test. This record is to be signed by the supervisor who made the observations.
 - B. If a reasonable suspicion alcohol test is not administered within two hours following the observations, the witness shall prepare and maintain on file a record stating the reasons the alcohol test was not administered promptly. In addition, if not administered within eight hours, all attempts to administer the test shall cease. A record shall be prepared and maintained stating why the alcohol test was not administered.
5. **Return to Duty Testing.** A return to duty test will be required for all employees who have violated

this policy **and is allowed to return to duty to perform safety-sensitive functions.** The employee may not return to duty until he or she passes a drug test and/or tests below a .02 for breath alcohol and the substance abuse professional (SAP) and the school corporation have determined that the employee may return to duty **upon completion of the SAP's evaluation recommendations for education and training.**

A. **If an employee who has violated this policy and will not be returned to duty to perform safety-sensitive functions, school administrators will provide the driver with the names and addresses of SAPs in the area.**

6. Follow-Up Testing. Any employee who has returned to work following a violation of this drug and alcohol policy will be subject to follow-up testing. At a minimum six follow-up tests will be required within the first 12 months following an employee's return to work and less frequently during the next 4 years. Employees will be tested in accordance with USDOT regulations and the recommendations of the SAP.

V. GENERAL PROVISIONS – EMPLOYEE REQUIREMENTS

1. Prior to the start of work, a driver must report to his/her immediate supervisor, use of any prescription and/or over the counter drugs, which may affect job performance or the safety of others. It is the driver's responsibility to obtain from his/her physician a determination as to whether the drug could affect job performance. The driver must present the drug container with the full label on it.
2. Confidentiality – All information obtained in the course of testing of drivers shall be protected as confidential medical information. No date concerning this information will be make a part of the employee's personnel file or will be provided to any other party without the direct written consent of the driver.
3. Failure to sign a release for alcohol and drug testing will be classified as insubordination and the driver shall be terminated as a driver for the School Corporation, subject to applicable state law.
4. Refusal to submit to alcohol and/or controlled substance testing as required will be recorded as positive test. Refusal to submit to an alcohol or controlled substance test means that a driver (1) fails to provide adequate breath for testing without valid medical explanation after he or she has received notice of the requirement for breath testing in accordance with this policy, (2) fails to provide adequate urine for controlled substance testing without a valid medical explanation after he or she has received notice of the requirement for testing in accordance with this policy, or (3) engages in conduct that clearly obstructs the testing process.
5. Drivers who register an ABV .02 or greater but less than .04 for alcohol shall not drive or perform safety-sensitive functions for the School Corporation, nor shall the School Corporation permit the driver to perform or continue to perform safety-sensitive functions, until the start of the driver's next regularly scheduled duty period, but not less than 24 hours following administration of the test. The driver also becomes subject to any other school corporation policy dealing with the use of alcohol and controlled substances, which may include termination.
6. Drivers testing positive for alcohol (.04 or greater) or for a controlled substance shall be terminated.

7. A performing safety-sensitive function means a driver is considered to be performing a safety-sensitive function during any period in which he or she is actually performing, ready to perform, or immediately available to perform any safety-sensitive functions.

A. A safety-sensitive function is defined as:

- 1) All time spent at a facility, or other property, or on any public property, waiting to be dispatched, unless the driver has been relieved from duty by the School Corporation.
- 2) All time spent inspecting equipment, otherwise inspecting, servicing, or conditioning any motor vehicle at any time.
- 3) All driving time spent at the driving controls of a motor vehicle in operation.
- 4) All time, other than driving time, in or upon any motor vehicle.
- 5) All time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, or remaining in readiness to operate the vehicle.
- 6) All time spent performing the driver requirements relating to an accident.
- 7) All time repairing, obtaining assistance, or remaining in attendance upon disable vehicle.

8. **Voluntary Admission of Substance Abuse** The School Corporation encourages all employees who need assistance in dealing with alcohol abuse or drug dependency problems to seek appropriate counseling and/or treatment through various private and public organization that are available. Employees who voluntarily come forward and admit to alcohol misuse or controlled substances use are not subject to disciplinary action or the referral, evaluation and treatment requirements of the DOT regulations, provided that:

- A. the admission is in accordance with a written Company-established voluntary self-identification program or policy that meets the requirements of the regulation;
- B. the driver does not self-identify in order to avoid alcohol or controlled substances testing under the requirements of the regulation;
- C. The driver makes the admission of alcohol misuse or controlled substances use prior to performing a safety sensitive function (i.e., prior to reporting for duty); and
- D. The driver does not perform a safety-sensitive function until the Company is satisfied that the individual has been evaluated and has successfully completed all education and/or treatment requirements.
- E. NOTE: Refer to § 382.121 (<https://tinyurl.com/Voluntary-Self-Identification>) of the FMCSA regulations for the qualifications of an employer-established voluntary self-identification program or policy.

9. **Return-to-Duty Test**. Prior to returning the employee to return to safety-sensitive functions, the employee must undergo a return-to-duty test with a result indicating an alcohol concentration of less than .02 and/or a verified negative drug test result.

VI. **DISCIPLINARY ACTIONS FOR POLICY VIOLATIONS**. Drivers found to commit any

conduct prohibited by this policy, including refusal to test, and/or testing positive for alcohol (.04 or greater) or for a controlled substance shall be prohibited from driving or performing a safety-sensitive function for the school corporation. Such employee will be provided with the names, addresses, and telephone numbers of qualified substance abuse professionals (SAPs) who are approved by the school corporation.

1. To be able to return to duty the employee must complete the following steps:
 - A. Complete an evaluation with a SAP.
 - B. Complete any rehabilitation and/or evaluation required by the SAP.
 - C. Be re-evaluated by the SAP and obtain written confirmation of satisfactory completion of all recommendations.
 - D. Complete a return to duty test that is issued with a negative result.
 - E. As a condition of continued employment, the employee will be required to submit to a minimum of 6 unannounced follow-up tests in the next 12 months after returning to work.
2. Follow-up testing is separate from and in addition to the reasonable suspicion, post-accident, and random testing. The schedule of follow-up testing shall be unannounced and in accordance with the instructions of the SAP. The cost of any SAP evaluation, prescribed treatment and follow-up testing shall be paid for by the employee. In addition, the employee will be subject to any school corporation policy dealing with the use of alcohol and controlled substances.
3. Drivers testing .02 or greater but less than .04 shall not drive or perform safety sensitive functions for the school corporation, nor shall the school corporation permit the driver to perform or continue to perform safety-sensitive functions, until the start of the driver's next regularly scheduled duty period, but not less than 24 hours following administration of the test. The driver also becomes subject to any other school corporation policy dealing with the use of alcohol and controlled substances.

VII. EDUCATIONAL MATERIALS. The school corporation will provide education materials that explain the requirements of Federal Motor Carrier Safety regulations, consequences of violating the regulations, and the corporation's policies and procedures with respect to meeting these requirements. Materials will also be provided concerning the effects of alcohol and controlled substances use on an individual's health, work and personal life. Employees are required to attend an educational meeting to discuss the corporation's policies and procedures and to review all materials covered by this policy. Each employee is required to sign a statement certifying that he or she has received a copy of these materials. The corporation will provide these materials to employees prior to the start of the testing required by this policy and to any employee who is hired or transferred into a position requiring a CDL.

VIII. TRAINING OF SUPERVISORS AND DRIVERS

1. **Supervisor Training:** The Superintendent and/or designee(s) are the key to a drug-free work environment. At a minimum, these individuals will receive basic training and orientation on:
 - A. The identification of behavioral and physiological signs of alcohol and drug abuse.
 - B. How to recognize, counsel and document employees whose performance has deteriorated.

- C. How and when to suggest and/or require the services of the Employee Assistance Program (EAP), or any other drug/alcohol assistance program.
- D. Documentation of training.

2. **Driver Training:** The drivers training program will consist of:

- A. Explanation of the effects and consequences of alcohol and controlled substance use on personal health, safety and work environment.
- B. The manifestations and behavioral causes that may indicate alcohol and controlled substance use or abuse.
- C. Information and materials required by federal regulations.
- D. Documentation of training.

IX. **RETENTION OF RECORDS.** The following records relating to the school corporation's drug and alcohol testing program are required to be maintained:

- A. Records related to the collection process:
 - Collection logbooks
 - Documents related to the random selection process
 - Documentation of Breath Alcohol Technician (BAT) Training
 - Documentation of reasoning for reasonable suspicion testing
 - Documentation of reasoning for post-accident testing
 - Documents verifying a medical explanation for the inability to provide adequate breath or urine for testing
 - Consolidated annual calendar year summaries
- B. Records related to the driver's test results:
 - Employer's copy of the alcohol test form, including results
 - Employer's copy of the drug test chain of custody and control form
 - Documents sent to the employer by the Medical Review Officer
 - Documentation of any driver's refusal to submit to a required alcohol or controlled substance test
 - Documents provided by a driver to dispute results of test
- C. Documentation of any other violations of controlled substance used or alcohol misuse rules
- D. Records related to evaluations and training:
 - Records pertaining to substance abuse professional's (SAP's) determination of driver's need for assistance
 - Records concerning a drivers compliance with SAP's recommendations
- E. Records related to education and training:
 - Materials on drug and alcohol awareness, including a copy of the employer's policy on drug use and alcohol misuse
 - Documentation of compliance with requirement to provide drivers with educational material, including driver's signed receipt of materials

- Documentation of supervisor training
- Certification that training conducted under this rule complies with all requirements of the rule

F. Records relating to drug testing:

- Agreements with collection site facilities, laboratories, medical review officers (MRO's) and consortia
- Names and positions of officials and their role in the employer's alcohol and controlled substance testing program
- Monthly statistical summaries of urinalysis
- The employer's drug testing policy and procedures

G. All required records shall be maintained in a secure location with limited access. Records shall be made available for inspection at the school corporation's central office within two business days after a request has been made by an authorized representative of the Federal Highway Administration.

H. The following is a chart regarding how long records must be maintained:

<u>Document to be maintained</u>	<u>Period required to be maintained</u>
Alcohol test results indicating a breath alcohol Concentration of 0.02 or greater	5 years
Verified positive controlled substance test results	
Refusal to submit to required alcohol or controlled Substance tests	
Required calibration of Evidential Breath Testing Devices (EBT's)	
Substance Abuse Professional's (SAP's) evaluations And referrals	
Annual calendar year	
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Records related to the collection process (except calibration) and required training	2 years
Records related to the collection process (except calibration) and required training	2 years
Negative and cancelled controlled substance test results	1 year

Alcohol test results indicating a breath alcohol
Concentration less than 0.02

X. **TESTING PROCEDURES REGULATIONS.** The following testing procedures are to be strictly observed by any collection facility and/or laboratory contracted with by the School Corporation in order to carry out its drug and alcohol- testing program. The Superintendent will be responsible for maintaining in corporation files and on a confidential basis all records required by the federal regulations under this testing program.

XI. **CONTROLLED SUBSTANCE TESTING PROCEDURES INCLUDE THE FOLLOWING:**

1. **Chain of Custody.** Chain of custody is defined as procedures to account for the integrity of each urine specimen by tracking it's handling and storage from point of specimen collection to final disposition of the specimen. These procedures will require an approved chain-of-custody form.
2. **Preparation for Testing**
 - A. Use of tamperproof seal system designed in a manner that a specimen bottle top can be sealed against undetected opening and the bottle has a means for identification of the test subject, either by number or some other confidential manner.
 - B. Use of shipping container in which one or more specimens and associated paper work may be transferred and which can be sealed and initialed to prevent undetected tampering.
 - C. Written procedures and instructions for collection site.
3. **Specimen Collection.** Specimen collection will be done at collection sites designated by the School Corporation
4. **Laboratory Analysis.** Laboratory analysis of all specimens collected will be done by Board approved provider according to all federal and state guidelines.
5. **Review of Results of the Laboratory Tests.** The laboratory reports the test results of the School Corporation directly to the School Corporation's Medical Review Officer (MRO) within an average of 5 working days.
 - A. Both positive and negative results must be reported. The report, as certified by the responsible laboratory individual shall indicate the drug/metabolites tested for, whether the results are positive or negative, and the cut-off level for each drug analyzed, the specimen number assigned to the specimen and the drug testing laboratory identification number. All tests submitted to the laboratory at the same time must be submitted to the MRO at the same time
 - B. The Laboratory may transmit the test results to the MRO by various electronic means such as teleprinter, facsimile or computer, so long as those methods established are designed to maintain confidentiality. Results cannot, at any time, be provided verbally by telephone. The laboratory must also transmit to the MRO the original or certified copy of urine chain-of-

custody and control form and must identify the individual responsible for the day-to-day management of the laboratory process.

6. **The Role of the Medical Review Officer.** The MRO must be licensed M.D. or D.O. and principally serve as an arbiter between the laboratory and the School Corporation. The MRO must possess knowledge of drug abuse disorders. It is the primary role of the MRO the review and interprets positive results obtained from the laboratory. The MRO must access and determine whether alternate medical explanations could account for the positive test results.
 - A. To accomplish this task, the MRO may conduct medical interviews of the individual, review the individual's medical history and review any other relevant bio-medical factors. Additionally, the MRO must examine all medical records as evidence of prescribed medications.
 - B. The MRO must give the individual testing positive an opportunity to discuss the test results. If the tested individual provides sufficient medical documentation that the positive result derives from the use of legally prescribed medication the MRO may allow the driver to continue to operate, or the MRO may request the option of another physician.
 - C. After the individual testing positive has been given the opportunity to provide sufficient information, and the MRO makes a final decision, the School Corporation is notified of the results of the substance test.

7. **The Need for Confidentiality.** All information obtained in the course of testing employees shall be protected as confidential medical information. No data concerning this information will be made part of the driver's personnel file or will be provided to any other party without the written consent of the driver.
 - A. Employees are entitled upon written request to obtain copies of any records pertaining to their use of alcohol or controlled substances, including any records pertaining to his or her alcohol or controlled substance tests.
 - B. The school corporation may release information as follows:
 - 1) Copies of the results of alcohol or drug testing to an identified person provided the employee has provided written consent.
 - 2) Copies of information requested by the Secretary of Transportation, and USDOT agency, or any state or local official with regulatory control over the corporation or its employees.
 - 3) The results of post-accident testing when requested by the National Transportation Safety Board as part of an accident investigation.
 - 4) Legal proceedings including lawsuits involving wrongful discharge action, grievances, administrative proceedings brought on by or on behalf of an employee and resulting from a positive DOT drug or alcohol test or a refusal to test, and/or criminal or civil actions.

8. **The Appeal Process Available to Drivers Testing Positive.** If a driver tests positive, he/she has the right to question the results by:
- A. Contact with the MRO to verify the sample number of the urine sample to the MRO's form.
 - B. Requesting the split-sample be tested within 72 hours of the original testing.

XII. ALCOHOL TESTING PROCEDURES INCLUDE THE FOLLOWING:

1. **Testing Devices.** Alcohol tests are to be conducted with only evidential breath testing devices (EBT's) approved by the National Highway traffic Safety Administration (NHTSA) on their Conforming Products List (CPL). The rules allowing the use of EBT's for the initial screening test that are on the CPL, that do not meet the additional requirements for the confirmation test (e.g. sequential numbering and print-out capability).
2. **Test Administrators.** Only a Breath Alcohol Technician (BAT) that has had proper training may administer breath alcohol tests. Reasonable cause tests may not be conducted by the person making the determination that reasonable suspicion exists to conduct an alcohol test.
3. **Test Procedures.** The BAT will perform an initial alcohol screen. If the initial screen results in a Blood Alcohol Concentration (BAC) of .02% or above, a confirmation test is required. Any tests resulting in a BAC of less than .02% will be considered negative. The BAT will wait a minimum of 15 minutes, before administering the confirmation test. Confirmation tests must be performed within 20 minutes.

XIII. VIOLATION OF POLICY/TERMINATION OF EMPLOYEE. Carroll Consolidated School Corporation reserves the right to terminate any driver who violates this policy. Employees who are convicted for alcohol or drug-related charges may be subject to School Corporation disciplinary action, up to and including termination. The School Corporation may offer the driver (at the driver's expense) the opportunity to receive appropriate treatment. Where the School Corporation makes such an effort and the driver rejects assistance or demonstrates a lack of serious commitment to overcoming the problem and achieving a satisfactory level of performance, attendance or behavior, then termination will result.

XIV. CONFLICT WITH HANDBOOKS, POLICIES, LEGAL REFERENCES. If any language in this Policy conflicts with any other related policy, employee handbook, or state and federal law, the following hierarchy will apply to determine priority: Federal law, Indiana law, Handbook citations as pertains to testing procedures and process, Policy as it pertains to School corporate culture and mission.

LEGAL REFERENCE: 49 CFR Part 382

APPROVED:

July 28, 2020