

All Personnel

**BP 4112.41**  
**BP 4212.41**

## PRE-EMPLOYMENT DRUG/ALCOHOL TESTING

The Governing Board maintains a drug and alcohol-free workplace. In accordance with law, all employees are required to render service without using, possessing, being impaired by or being under the influence of alcohol or drugs.

(cf. [4020](#) - Drug and Alcohol-Free Workplace)

(cf. [4112.42/4212.42/4312.42](#) - Drug and Alcohol Testing for School Bus Drivers)

Once conditionally placed on an employment eligibility list, prospective employees in the following classifications shall undergo a pre-employment drug and alcohol screening for any substance which could impair their ability to safely and effectively perform their job functions:

1. School bus Driver
2. Security Guard
3. Driver Training Teacher

Legal Reference:

### EDUCATION CODE

[44839](#) Medical certificate; periodic medical examination

[45122](#) Physical examinations

### GOVERNMENT CODE

[8350-8357](#) Drug-free workplace

[12940](#) Unlawful employment practices

### CODE OF REGULATIONS, TITLE 5

[5504](#) Medical certification procedures

### UNITED STATES CODE, TITLE 41

701-707 Drug-Free Workplace Act

### UNITED STATES CODE, TITLE 20

[7101-7184](#) Safe and Drug-Free Schools and Communities Act

10/93 (6/97)

Policy Adopted: May 27, 1997