

**I. PURPOSE**

- A. The school board recognizes the significant problems created by drug and alcohol use in society in general, and the public schools in particular. The school board further recognizes the important contribution that the public schools have in shaping the youth of today into the adults of tomorrow.
- B. It is the belief of the school board that a work environment free of drug and alcohol use will not only be safer, healthier, and more productive, but will also be more conducive to effective learning. Therefore, to provide such an environment, the purpose of this policy is to provide authority so that the school board may require all employees and/or job applicants to submit to drug and alcohol testing in accordance with the provisions of this policy and as provided in federal law and Minn. Stat. §§ 181.950 through 181.957.

**II. GENERAL STATEMENT OF POLICY**

- A. NWSISD offers programs and activities to its member school districts. Employees involved in these programs and activities who are employees of its member school districts shall be governed by that member school district's personnel policies, including its policies regarding drug and alcohol testing. In those cases where NWSISD contracts with another organization or company to provide services, the contract shall comply with federal and state laws and regulations regarding drug and alcohol testing.
- B. All NWSISD employees and job applicants whose positions require a commercial driver's license will be required to undergo drug and alcohol testing in accordance with federal law and the applicable provisions of this policy. NWSISD also may request or require that drivers submit to drug and alcohol testing in accordance with the provisions of this policy and as provided in Minn. Stat. §§ 181.950 through 181.957.
- C. NWSISD may request or require that any NWSISD employee or job applicant, other than an employee or applicant whose position requires a commercial driver's license, submit to drug and alcohol testing in accordance with the provisions of this policy and as provided in Minn. Stat. §§ 181.950 through 181.957.
- D. The use, possession, sale, purchase, transfer, or dispensing of any drugs not medically prescribed, including medical cannabis, regardless of whether it has been prescribed for the employee, is prohibited on NWSISD controlled property or program or activity site (which includes NWSISD vehicles), while operating NWSISD vehicles or equipment, and at any NWSISD-sponsored program or event. Use of drugs, which are not medically prescribed, is also prohibited throughout the workday, including lunch or other breaks, whether or not employees are on or off NWSISD controlled property. An employee under the influence of drugs, which are not medically prescribed, are prohibited from entering or remaining on NWSISD controlled property.
- E. The use, possession, sale, purchase, transfer, or dispensing of alcohol is prohibited on NWSISD controlled property (which includes NWSISD vehicles), while operating NWSISD vehicles or equipment, and at any school-sponsored program or event. Use of alcohol is also prohibited throughout the workday, including lunch or other breaks, whether or not employees are on or off NWSISD property. Employees under the influence of alcohol are prohibited from entering or remaining on NWSISD controlled property.
- F. Any employee who violates this section shall be subject to discipline, which includes, but is not limited to, immediate suspension without pay and immediate discharge.

**III. FEDERALLY MANDATED DRUG AND ALCOHOL TESTING FOR SCHOOL BUS DRIVERS**

**General Statement of Policy**

NWSISD shall comply with all federal and state laws and regulations regarding the mandated drug and alcohol testing for school bus drivers and NWSISD employees.

**Legal References:** Minn. Stat. §§ 181.950-181.957 (Drug and Alcohol Testing in the Workplace)  
Minn. Stat. § 221.031 (Motor Carrier Rules)  
49 U.S.C. § 31306 (Omnibus Transportation Employee Testing Act of 1991)  
49 C.F.R. Parts 40 and 382 (Department of Transportation Rules Implementing Omnibus Transportation Employee Testing Act of 1991)

**Cross-References:** NWSISD Policy 403 (Discipline, Suspension and Dismissal of NWSISD Employees)  
NWSISD Policy 417 (Chemical Use and Abuse)  
NWSISD Policy 418 (Drug-Free Workplace/Drug-Free Learning Environment)

*Adopted:* April 16, 2003  
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