

Three Rivers School District

8550 New Hope Rd • PO Box 160 • Murphy, OR 97533

Policy: GBED-AR

Revised/Reviewed: 2/14/05, 4/17/06

PRE-EMPLOYMENT DRUG-SCREENING

~~All candidates preliminarily selected for employment must satisfactorily complete screening tests for illegal drug use prior to the district presenting a final offer of employment.~~

~~A candidate will be offered employment pending a satisfactory completion of the district's drug testing program for illegal drugs. A candidate must report to the district designated laboratory to conduct the pre-employment drug screening at the approved time, which, will be within 48 hours following the offer of employment, or the district may withdraw the job offer.~~

~~The district will reimburse the candidate for the cost of the drug test, provided the result is negative (no drugs present). A positive result on the drug test will result in the withdrawal of the offer of employment and the candidate will be responsible for the entire cost of the drug test. The district's designated drug screening laboratory will be required to provide written assurance that the following standards will be maintained:~~

- ~~▪ It will utilize reliable testing protocols and procedures. It will also establish screening cut-off levels that assure that drugs are present at a sufficiently high level to allow the district to reasonably conclude that the candidate is currently engaging in the illegal use of drugs, consistent with generally accepted standards, and protect the candidate's right to privacy to the extent possible.~~
- ~~▪ It will secure the candidate's written consent to perform the pre-employment drug screening tests.~~
- ~~▪ It will perform drug screening tests for the presence of illegal drugs and will use generally accepted drug testing procedures to verify positive tests, and use accepted follow-up procedures where appropriate.~~
- ~~▪ Following communication to the district indicating the results, it may provide written confirmation to the district personnel office within three (3) days following screening.~~

~~The Director of Human Resources will be the designated Drug Testing Coordinator and will be the recipient of all written results. The District will receive pass or fail results only.~~

~~Candidates who wish to challenge the accuracy of a positive result on the drug test may request that the test be repeated. The original specimen will be utilized for retesting. Requests for retesting must be submitted in writing to the personnel office within two (2) working days of notification of a positive test result. Careful use of a Medical Review Officer (MRO) will validate sample results. If the drug testing inadvertently reveals that a candidate may be taking medication for the treatment of a disability, this information will not be used by the district to unlawfully discriminate against the candidate on the basis of that disability.~~

~~If the results of the retesting are positive (drugs are present) the candidate may apply for positions in the district after one calendar year from the date of the test. Additionally, the candidate must successfully complete the controlled substance screening test administered by the district designated laboratory to determine that the individual is not currently engaging in the illegal use of drugs at the time employment is offered.~~

~~If the results of the drug screening are satisfactory, the candidate will be invited to return to the personnel office to complete appropriate forms of employment.~~

~~Written records of drug testing results will be destroyed once the hiring process is complete.~~

END OF POLICY

Legal References(s):

ORS 332.107