

Lyon County School District Board Memo

Date: October 22, 2024
To: Board of School Trustees
From: BillieJo Hogan, Executive Director of Human Resources
Re: Revisions to LCSD Board Policy GBBE: Drug and Alcohol-Free Workplace

Recommendation

That the Board of Trustees approve revisions to LCSD Board Policy GBBE: Drug and Alcohol-Free Workplace as a first reading.

Background Information

After each Nevada legislative session, the staff at POOL/PACT (our public agency insurance pool and risk management/human resources support entity) provide school districts with recommended policy changes based on the recent laws that were passed. Updating the LCSD policies to reflect the recommended changes keeps us in good standing with the insurance pool and mitigates our risk and liability.

The rationale for this policy now references additional state laws, including NRS 484C, 613.132, and 678C. These changes ensure that the district's policies are in line with recent legal updates, keeping LCSD in compliance with state regulations and the expectations of POOL/PACT.

The updates provide clearer guidelines on the prohibition of illegal drugs, substances, and alcohol in the workplace. This ensures that all employees understand their responsibilities and the district's expectations, fostering a safer and more professional working environment.

New provisions detail the process for requesting employee consent for drug and alcohol testing. Staff will now have more transparency regarding their rights and the specific steps to follow before, during, and after testing. Clear instructions on refusal to test will also be outlined, helping to prevent misunderstandings or inadvertent policy violations. Additionally, the policy clarifies the request for consent by the employee for testing along with the specific steps, which must be taken before and after testing. Further clarification is provided regarding the refusal to test.

Finally, in light of inflation, the district administration recommends raising the dollar amount that triggers post-accident testing from \$500 to \$3,000. This adjustment reflects current economic realities and helps to ensure that testing is initiated only when necessary, reducing the burden on both employees and district resources.

Budget Considerations

None

Discussed at Previous Meeting

No

Attachment(s)

Lyon County School District Board Policy GBBE: Drug and Alcohol Free Workplace