



# Nye County School District

# Board Policy

6148

DRUG TESTING

## PURPOSE:

## RESPONSIBLE OFFICE:

Nye County School District (NCSD) recognizes the importance of providing/ensuring a drug **and** alcohol-free workplace for the health and safety of its employees, students, and visitors. In doing so, NCSD believes that a testing program is necessary to ensure the highest level of conformity to the drug **and** alcohol-free workplace policy.

~~NCSD, through other policies and regulations, will implement a drug and alcohol testing program for all employees of NCSD and all persons who receive a conditional offer of employment with NCSD as follows:~~

- ~~1. Bus Drivers and Commercial Vehicle Drivers, pursuant to Title 49 CFR, Part 382 and Part 40.~~
- ~~2. All NCSD employees.~~
- ~~3. Coaches and Athletic Directors that are not regular NCSD employees.~~
- ~~4. All other NCSD employees will be tested when the following circumstances arise:
  - ~~a. reasonable suspicion;~~
  - ~~b. post-accident.~~~~

Employment with NCSD is contingent upon, among other things, compliance with this policy. Failure to comply may subject an employee to disciplinary action in accordance with the applicable Negotiated Labor Agreement and NRS 391, and will preclude an applicant from commencing employment with NCSD.

## REVISION HISTORY

| Date             | Revision | Reviewed         | Modification |
|------------------|----------|------------------|--------------|
| October 6, 2006  | 1.0      |                  | Adoption     |
| November 6, 2020 | 2.0      |                  | Amendment    |
|                  |          | December 8, 2021 |              |
|                  |          |                  |              |