



Ector County Independent School District

Action Page

TO: Board of Trustees

FROM: Dr. Stephanie Howard, Deputy Superintendent

SUBJECT: **DISCUSSION OF AND REQUEST FOR APPROVAL OF DHE(LOCAL) EMPLOYEE STANDARDS OF CONDUCT: SEARCHES AND ALCOHOL/DRUG TESTING**

DATE: April 21, 2020

ECISD began pre-employment drug testing of all employees in 1993. This testing was in addition to required Department of Transportation (DOT) testing of bus drivers, who have Commercial Driver's Licenses.

In an effort to shorten the time it takes to offer an employment contract, administration requests the Board approve the revision to DHE(LOCAL), allowing Human Resources to offer a contract pending drug test results.

Administrative Recommendation:

Approval of DHE(LOCAL) Employee Standards of Conduct: Searches and Alcohol/Drug Testing