

Three Rivers School District

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

Policy: GBED
Adopted: 2/14/05
Readopted: 4/17/06

PRE-EMPLOYMENT DRUG SCREENING

~~Three Rivers School District seeks to provide a safe and drug-free work and educational environment for employees and students and to control costs associated with workplace and school site accidents. The District also recognizes that all school employees have a duty to serve as positive role models for students. Therefore, the School Board authorizes screening potential employees for evidence of current use of illegal drugs.~~

Drug Testing

Offers of employment for certain positions shall be contingent upon successful passage of a district-required drug test. The district will require drug tests for safety-sensitive positions (e.g., bus drivers, heavy machinery operators) and positions in which the person is responsible for students' safety and security.¹ The district will designate when and where such testing will be conducted. The cost of the drug test shall be paid by the district upon receipt of negative drug test results. The offer of employment will be withdrawn from candidates who test positive for drugs.

Information the district receives regarding medical examinations and drug testing will be collected and maintained on separate forms and in separate files apart from personnel files. All such records will be kept confidential, maintained for a minimum of one year and released only in accordance with provisions of the Americans with Disabilities Act or other applicable laws.

END OF POLICY

Legal References(s):

[ORS 332.107](#)
[ORS 657.176](#)
[ORS 659A.133](#)

¹ Based on Lanier v. City of Woodburn – "Safety sensitive" may also include positions that have heavy student contact and in loco parentis responsibility (e.g., teachers, administrators, paraprofessionals).