

522.11 PRE-EMPLOYMENT DRUG TEST

It is the policy of the Slinger School District, consistent with its obligations under state and federal law to establish and maintain a drug-free school and workplace, to require applicants to complete a pre-employment, post-offer, drug test as a condition for employment. The results of the drug test must indicate no evidence of non-prescribed drug use. All post-offer drug testing shall be completed prior to beginning job duties.

Securing a drug-free environment is vital to the district's duty to comply with legal mandates and its obligation to promote the health, welfare, safety, and education of students and employees. Because district employees render services to students, serve as role models for students, act as enforcers of student drug policies, and constitute potential sources of illegal drugs for students, the district has a compelling interest in eliminating illegal drug use from its workplaces and in ensuring that its employees are drug-free.

This policy applies to all applicants who have received offers of employment for regular full-time or part-time positions, unless expressly excluded.

No offer of employment shall be made to any applicant who has not agreed to submit to a drug test as part of the employment screening process. Any applicant who receives a conditional offer of employment and refuses to take a drug-screening test or has a positive drug test shall be disqualified from further consideration for the position.

Drug test results from an applicant may be discussed with the employee or candidate and shall be maintained as part of an employee's confidential file.

Adopted by the Board of Education on January 15, 2007