

# Thomasville City Schools

## Drug Screening/Testing Data

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**CURRENT PROCEDURE:**

[TCS Policy 7241: Drug and Alcohol Testing of Commercial Motor Vehicle Operators.](#)

**C. Testing**

The human resources office will carry out pre-employment, post-accident, random, reasonable suspicion, return-to-duty and follow-up testing for drugs and alcohol as required by [Part 382](#).

Federal regulations prohibit a driver who is tested under the provisions of this section and found to have an alcohol concentration of at least .02 from performing safety-sensitive functions for at least 24 hours following administration of the test. Drivers who are tested under the provisions of this section and found to have any alcohol in their system are subject to additional discipline under this policy, including dismissal.

**Cost for Drug Screening/Testing Fees are Paid from Local Funds.**

Pre-Employment Non Department of Transportation	<b>\$3219.00 to date</b>
Transportation- Pre-Employment <i>FEDERALLY mandate required random screening</i>	<b>\$2465.00 to date</b>

<b>Pros</b>	<ul style="list-style-type: none"> <li>● Notification if a prospective employee is using illegal drugs</li> <li>● Quick and efficient process IF the prospective employee treats it as such</li> </ul>
<b>Cons</b>	<ul style="list-style-type: none"> <li>● Have 72 hours once scheduled to complete. Knowing the half life of drugs allows prospective employees to trick the test.</li> <li>● There is no random screening process once employed</li> <li>● Prospective employees from out of state cannot be tested until they come to NC which holds up their hiring process</li> </ul>

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**TCS HUMAN RESOURCES & FINANCE RECOMMENDATIONS DRUG SCREENING IN THESE SITUATIONS:**

- Pre-Employment Screening for Bus Drivers, Coaches, and any other staff who hold a valid and current bus license
- FEDERALLY mandated required random testing bus drivers, coaches, and any other staff who hold a valid bus license
- Require post-accident drug testing for accidents that happen on the job
- Random and reasonable suspicion drug testing as warranted