

**RESCIND BOARD REPORTS 96-0828-PO8 AND 94-0928-PO1 AND
ADOPT A NEW POLICY ON SUBSTANCE ABUSE BY EMPLOYEES**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS THE FOLLOWING:

That the Board adopt a new Policy on Substance Abuse by Employees.

PURPOSE: To implement the requirements of Board Rule 4-50 Drug and Alcohol Free Workplace.

POLICY TEXT:

All employees of the Board of Education of the City of Chicago shall be held to the following:

unlawful manufacture, distribution, possession, consumption or use of drugs or alcohol, on Board of Education property or premises or any site of Board sponsored activities, is prohibited. For the purposes

4. Special Provisions with respect to Employees who Operate Commercial Vehicles. Pursuant to applicable United States Department of Transportation ("DOT") regulations, all Board employees who operate commercial vehicles as part of their job duties shall be tested for drugs (1) upon application for employment, (2) biennially, as part of the required physical examination required by DOT, (3) when there is reasonable cause to believe that a driver is using drugs, and (4) randomly, as allowed by law. The Board shall follow DOT procedural requirements for drug testing, records maintenance, and disclosure of drug test results as set forth in 40 CFR 40-1 et seq., 49 C.F.R. §382.101 et seq. and as set forth in Board Rule 4-50. Any commercial drivers' license ("CDL") holder who fails to submit to testing shall be subject to discharge from employment.

Any employee who tests positive for controlled substances or is found to have a breath

alcohol level or blood alcohol level greater than .02 while on duty, in accordance with the shall be subject to termination.