

INDEPENDENT SCHOOL DISTRICT 719  
PRIOR LAKE - SAVAGE AREA SCHOOLS**416 DRUG & ALCOHOL TESTING****I. PURPOSE**

The school board recognizes the significant problems created by drug and alcohol use in society in general, and the public schools in particular. The school board further recognizes the important contribution that the public schools have in shaping the youth of today into the adults of tomorrow.

**II. DEFINITIONS****III. GENERAL STATEMENT OF POLICY**

The Prior Lake - Savage Area School District believes chemical dependency is an illness that can be successfully treated when the person involved enters treatment and completes that treatment with an after-care program. However, there are times when the person involved denies the need for treatment or who, after treatment, denies the need to complete an after-care program.

In those instances, and when there is reasonable suspicion that the employee is under the influence of drugs or alcohol during the duty day, the employee may be required to undergo drug and alcohol testing.

An employee has a right to refuse to undergo drug and alcohol testing, but such refusal will be subject to disciplinary action up to and including dismissal.

The district will use a licensed laboratory, as required by Minnesota Statute 181.953, to safeguard reliability and fairness. The district will abide by Minnesota Statute 181.953 to ensure proper identification, labeling and handling samples being tested, if necessary.

An employee will be subject to disciplinary action up to and including dismissal based on a confirmatory test verifying a positive test result on an initial screening test.

The employee has a right to explain a positive test result on a confirmatory test or retest or request and pay for a confirmatory retest.

The district shall provide written notice of this drug and alcohol testing policy to all affected employees upon adoption. The district will also post notice in an appropriate and conspicuous location on the employer's premises that the employer has adopted a drug and alcohol testing policy and that copies of the policy are available for inspection during regular business hours by its employees in the district's personnel office.

School Board Adoption: October 9, 2017

INDEPENDENT SCHOOL DISTRICT 719

**ACKNOWLEDGMENT OF RECEIPT OF DRUG AND ALCOHOL POLICY**

By signing below, I acknowledge that I have seen and reviewed a copy of the Drug and/or Alcohol Testing Policy for Independent School District 719. A copy of this policy is available to me by contacting the Executive Director of Human Resources.

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Executive Director of Human Resources Signature

\_\_\_\_\_  
Date