

Drug Testing Standards

The NJSBA believes the State should establish standards for the administration of drug tests to employees to provide useful guidance to boards of education and eliminate the risks of improper screening and invalid results for the administration of drug tests to employees. *[Authority: BD 12/86, DA 11/96-SR, DA 5/97-CR (School Finance), DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR]*

Employee Drug Testing

- A. **The NJSBA believes** drug testing of employees who are having performance problems or exhibiting unusual behavior helps to protect students against potentially unsuitable or dangerous employees. *[Authority: BD 12/86, DA 11/96-SR, DA 5/97-CR (School Finance)]*
- B. **The NJSBA believes** drug testing of employees should not be negotiable because negotiation undermines the purpose for uniform drug testing standards. *[Authority: BD 12/86, DA 11/96-SR, DA 5/97-CR (School Finance)]*
- C. **The NJSBA believes** local boards of education should be permitted to require pre-employment drug testing as part of the required physical examination of candidates for all positions. *[Authority: DA 6/92-2, DA 11/96-SR, DA 5/97-CR (School Finance)]*
- D. **The NJSBA believes** drug testing for school bus drivers should not only be required before hiring but also during the course of employment. *[Authority: DA 12/92-6, DA 11/96-SR, DA 5/97-CR (School Finance), DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR]*

Civil Immunity for Reporting Suspected Drug Use

The NJSBA believes civil immunity should be extended to all school employees who, in good faith, report suspicions involving the use, possession and distribution of controlled dangerous substances or paraphernalia by pupils and school staff. *[Authority: DA 12/90-1, DA 11/96-SR, DA 5/97-CR (School Finance), DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR]*

Cross References:	3515	Smoking prohibition
	3541.33	Transportation safety
	4112.5	Criminal history check
	4135.3	Negotiations/consultation
	4212.2	Certification or licensing
	5131.6	Drugs, alcohol, tobacco (substance abuse)

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