

**DODGELAND SCHOOL DISTRICT**  
**Board Policy Manual**

**523.11**

**EMPLOYEE ALCOHOL AND DRUG TESTING**

All employees shall be required to undergo alcohol and drug testing at any time the District has reasonable suspicion to believe that the employee has violated the District's policy concerning alcohol or drug use. Such alcohol or drug testing may be conducted when there is reasonable suspicion to believe that the employee has used or is using drugs or alcohol prior to reporting for duty, or while on duty, or prior to or while attending any District function on or off District property. The District's determination that reasonable suspicion exists must be based on specific, contemporaneous, accurate observations concerning the appearance, behavior, speech or body odors of the employee. The observations must be made by a trained administrator or supervisor.

Reasonable suspicion shall not include an employee's lawful use of lawful products, where such use has no reasonable connection to the employee's work-related responsibilities or obligations under District policy.

Employees who violate the District's policies or rules regarding alcohol or drug use, and employees who refuse to consent to testing, shall be subject to disciplinary actions including suspension or termination of employment. Additional sanctions may include referral to an alcohol and drug assessment to determine the need for further counseling or treatment. Criminal violations shall be referred to appropriate law enforcement officials for prosecution.

LEGAL REF.:     Sections 111.35     Wisconsin Statutes  
   120.13(1)(a)  
   121.02(1)(i)  
   125.09  
                   Chapter 961  
                   Drug-Free Workplace Act of 1988

CROSS REF.:     443.4, Student Alcohol and Controlled Substances Use  
                   522, Staff Conduct  
                   522.1, Alcohol and Drug Free Workplace  
                   536.2, Discipline, Discharge and Non-Renewal (Professional Staff)  
                   549, Discipline and Discharge (Support Staff)  
                   Employee Handbook

Approved (WASB): February 27, 2012