

ADMINISTRATIVE POLICY

The online version of this policy is official.
Therefore, all printed versions of this
document are unofficial copies.

DRUG AND ALCOHOL USE BY CMCSS EMPLOYEES

It is the policy of the Clarksville-Montgomery County School System (CMCSS) to adhere to the provisions of the Tennessee Drug Free Workplace Act and to adhere to applicable Federal regulations. Possession, consumption (witnessed or otherwise), and/or detection of alcohol or illegal drugs, illegally used legal drugs, or being under the influence thereof while on school system premises, and/or while on duty in any capacity as an employee / coach of the school district and/or while responsible for supervising, chaperoning or in the presence of students, regardless of location, is prohibited and is in violation of this policy. Any employee with a concern regarding the behavior or appearance of another employee should report the concern to their immediate supervisor. The supervisor will then contact the Safety and Health Department for further instructions. An employee violating this policy will be subject to appropriate disciplinary action up to and including termination from employment with CMCSS.

The Drug and Alcohol Testing Policy (SAF-A001) is applicable for non-Commercial Driver's License (CDL) and CDL employees. Please refer to SAF-A001 for policy information, which includes the following:

Any detectable level of illegal drugs, illegally used legal drugs, and/or alcohol is considered a positive test for both CDL and non-CDL employees. Both CDL and non-CDL employees are discouraged from using CBD products. These CBD products, regardless of packaging, could contain THC. Any detectable level of THC is considered a positive regardless of the source. Any refusal to submit to testing as detailed in this policy is considered a positive test. In the event an employee is unable to perform the Evidential Breath Testing (EBT) due to a medical condition and/or an insufficient test result, the employee will be taken to a medical facility to receive a blood alcohol test. It is the responsibility of the employee to provide medical documentation if not able to perform the EBT. The employee will be removed from all safety-sensitive functions until the documentation is provided. CMCSS has the right to choose the medical facility and escort the employee to the testing facility. Any employee who tests positive will be subject to appropriate disciplinary action up to and including termination from employment with Clarksville-Montgomery County School System.

Implementing Procedures: None

Associated Documents: Employee Handbook ([HUM-M001](#))
Drug and Alcohol Testing Policy ([SAF-A001](#))

Revision History:

<u>Date:</u>	<u>Rev.</u>	<u>Description of Revision:</u>
6/4/12		Initial Release
4/2/15		Reviewed, no changes (except logo)
1/23/17	A	Added medical condition disclaimer and right of CMCSS to escort employees to medical facility for blood alcohol test.

10/22/18	B	Para. 1, added, "Any employee with a concern regarding..."
7/22/24	C	Added provisions discouraging use of CBD products for both CDL and non-CDL employees. Also added a provision indicating it is the responsibility of the employee to provide medical documentation if unable to perform an EBT.

***** End of Policy *****