

CLARK COUNTY SCHOOL DISTRICT REGULATION

R-4230

FITNESS FOR DUTY: ALL EMPLOYEES

In order to ensure employees are fit to properly perform their assigned duties and to provide a safe and healthy environment for students, employees, and the general public, the superintendent or his/her designee reserves the right to require employees to: (1) obtain and maintain certain documentation evidencing their fitness for duty; (2) submit, when deemed necessary, to an examination by a physician selected by the District; and (3) submit, when deemed necessary, to alcohol and/or drug testing.

- A. As applicable, all employees are required to conform with the medical/health requirements outlined below.
 1. Adult food service personnel must have a current Food Handler Safety Training Card issued by the Clark County Health Department.
 2. Bus drivers and heavy vehicle drivers are required to meet and comply with all medical requirements necessary to receive and maintain a commercial driver's license (CDL) initially before reporting for duty. Renewal of the CDL, with corresponding medical requirements, is the responsibility of the driver whose position requires a CDL.
- B. The District may require any employee to submit to an examination by a physician of the District's choice and/or to submit to alcohol and/or drug testing at any time deemed necessary to ensure that the employee is fit to properly perform his/her assigned duties and to provide a safe and healthy environment for students, employees, and the general public.
 1. The expense for such examination and/or testing will be paid by the District.
 2. The superintendent or his/her designee shall arrange for the examination and/or test and shall notify the employee of the date, place, and time to report for the examination and/or test.
 3. If there exists a reasonable suspicion that the employee is unfit to perform his/her assigned duties or that the mental or physical condition of the employee jeopardizes the safety and/or health of others, the employee shall be prohibited from working until he/she is determined to be fit to work by the examination and/or test. The employee shall be allowed to use any accrued leave during the

period that he/she is prohibited from working, pending the result of an examination and/or test.

4. If the employee fails to report for and/or properly participate and cooperate in a required examination and/or test, the employee shall be subject to disciplinary action for insubordination.
5. If the results of the examination and/or test indicate that the employee is fit for duty, the employee shall be allowed to return to work.
6. If the results of the examination and/or test indicate that the employee is unfit for duty, even with reasonable accommodations, and/or that the employee's mental or physical condition jeopardizes the safety and/or health of others, the employee shall not be allowed to return to work. In such a case, the employee must utilize accrued leave and/or obtain approval for some other type of leave until the employee is deemed fit for duty. If the employee fails to access some type of approved leave, the employee shall be subject to disciplinary action for being absent from duty without authorized leave.

Legal Reference:	NRS Chapter 391 Dismissal and Refusal to Reemploy; NRS 386.350 General Powers; NAC 441A Infectious Diseases
Review Responsibility:	Human Resources Division
Adopted:	[4221.1:6/72;6/77 4511.1:6/72;8/76 4821.1:6/72;8/76]
Revised:	(4230:10/22/81; 12/8/83; 7/24/86; 10/26/93)
Pol Gov Rev:	6/28/01
Revised:	10/10/13