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Dear School Board Members:

On March 19, 2012, Governor Scott approved House Bill 1205, Drug-Free Workplaces, that takes effect on July 1, 2012. The bill amends drug free workplace provisions in Florida Statute 112.0455 concerning state agency employees and Florida Statute 440.102 concerning employers and employees covered under the Worker's Compensation Law. The bill authorizes state agencies to conduct random drug testing on all employees every three months. The bill also revises provisions related to discipline and management of state agency employees who with positive drug test results.

Our district's Drug Free Workplace policy currently provides for the following types of testing:

- Pre-employment
- Post-incident
- Reasonable Suspicion
- Follow-up

The revised provisions in the bill relating to discipline and management for employees who test positive are currently included in our district's Drug Free Workplace policy under Section 8 (B) as follows:

Confirmed Positive Test Result.

An employee who has submitted a confirmed test result which registers positive for content of one or more controlled substances, may be terminated at the sole discretion of the School Board of Santa Rosa County. If the School Board of Santa Rosa County, in its sole discretion, does not terminate the employee, the employee will be required to enroll in and complete an approved drug and/or alcohol rehabilitation program at the employee's own expense as a condition of returning to work.

An employee who is required to enroll in and complete a drug and/or alcohol rehabilitation program as described in Section 8(B)(1) above, will be granted a one (1) time leave of absence without pay in order to complete the program, except that an employee may use any paid leave available prior to being placed on leave without pay. In order to return to work the employee must provide a statement from a medical doctor that the employee has successfully completed an approved rehabilitation program. In addition, upon returning to work (if a position is available), the employee will be subject to follow-up testing as set forth in Section 5(B)(3).

It is my recommendation that we continue the types of testing currently specified in our policy and not expand our policy to include random drug screens.

Tim S. Wyrosdick

Enclosure: Summary of Legislation Passed, HB 1205 – Drug Free-Workplaces

THE FLORIDA SENATE
2012 SUMMARY OF LEGISLATION PASSED
Committee on Health Regulation

CS/CS/CS/HB 1205 — Drug-Free Workplaces

by State Affairs Committee; Appropriations Committee; Government Operations Subcommittee; and Rep. Smith and others (CS/CS/CS/SB 1358 by Budget Committee; Budget Subcommittee on General Government Appropriations; Governmental Oversight and Accountability Committee; and Senator Hays)

This bill amends drug-free workplace provisions in s. 112.0455, F.S., concerning state agency employees, and s. 440.102, F.S., concerning employers and employees covered under the Workers' Compensation Law. It authorizes state agencies to conduct random drug testing on all employees every three months. Employees to be tested must be chosen via computer-generated random sampling by an independent third party, and each sample may not constitute more than ten percent of the total employee population. Agencies may also administer drug tests to all job applicants. Drug testing must be conducted within each agency's appropriation.

The bill also revises provisions related to discipline and management of state agency employees with positive drug tests. An agency may discipline or terminate the employment of any employee who receives a first-time positive drug test. If the employee is not discharged, the employer may refer him or her to an employee assistance program or alcohol and drug rehabilitation program, in which he or she may participate at personal expense or at the expense of a health insurance plan. The employer must determine whether the employee is able to safely and effectively perform assigned job duties while participating in such programs, and if the employee is deemed unable to do so, he or she must be placed in a job assignment which can be performed during that time or placed on leave status. Certain employees, such as those who carry firearms or work with children, are automatically considered to be unable to perform their duties while participating in employee assistance programs or alcohol and drug rehabilitation programs.

In provisions relating to employees and employers covered by the Workers' Compensation Law, the bill replaces references to "safety-sensitive" positions with "mandatory-testing" positions and provides a definition for "mandatory-testing." The bill states that employers who maintain drug-free workplace programs which exceed statutory standards are still entitled to receive insurance discounts. The requirement that random drug testing provisions must be specified in collective bargaining agreements before such testing is implemented is deleted.

The bill also provides for the drug testing of all Department of Corrections job applicants and for random testing of corrections employees in mandatory-testing positions.

If approved by the Governor, these provisions take effect July 1, 2012.

Vote: Senate 26-14; House 79-37