

Items on which the parties have not reached agreement:1. Drug and Alcohol Free Workplace

The Board maintains its proposal of May 12, 2011 as follows:

1. The public has a right to expect persons employed by the Illini Bluffs School District to be free from the effects of drugs and alcohol. The Board of Education has a right to expect its employees to report for work fit and able for duty. District students look to their teachers and other employees of the School District to be role models in the formative years of their growth and development. To this end the Federation and Board of Education agree to a random drug and alcohol testing program.
2. The drug and alcohol testing program will apply to all members of the bargaining unit under this Agreement. Drug and alcohol tests shall be conducted on a random basis at unannounced times throughout the year. The number of random drug and alcohol tests shall at least equal those required by federal regulations for bus drivers. Employees shall be selected for testing by a scientifically valid random process with each employee having an equal chance of being tested each time selections are made. Employees taking a controlled substance prescribed by their physicians are to inform the administrative staff of said prescriptions. Failure to successfully pass a random drug and alcohol test will be grounds for disciplinary action including termination.

The Board adds to this proposal the following assurances.

Upon acceptance by the Federation of the Board's proposal the Board will implement a policy requiring all District administrators to be included in the drug and alcohol testing program and every member of the Board has voluntarily agreed to be included in the program.