

In order to maintain a healthy educational and working environment in the district's schools, and to comply with the requirements of the Drug-Free Workplace Act of 1988 for purposes of receiving federal assistance, the Board of Education adopts the following policies and regulations:

- A. Use, possession, dispensing, manufacture, sale, or distribution; or conspiring to sell, distribute, or possess; or being in the chain of sale or distribution; or being under the influence of a controlled substance, including medical marijuana, or alcoholic beverage, in any of the district's facilities, on district property (including vehicles), or at a district-sponsored function or event by a district employee, is prohibited. Violation of this prohibition shall result in disciplinary action, which may include dismissal or non-renewal of employment. Violations which constitute criminal acts may be referred for prosecution.
- B. Employees who are engaged in the performance of work under the terms of a federal grant must, as a condition of their employment, notify a district administrator in writing of any drug conviction (including a plea of nolo contendere) for a violation of a criminal drug statute which occurred at a district workplace within five calendar days after the conviction. The conviction shall result in dismissal or non-renewal, or a requirement that the employee satisfactorily participate in a drug-abuse assistance or rehabilitation program approved by a federal, state, or local health, law enforcement, or other appropriate agency.
- C. The conviction shall be reported, in writing, by the school district's grant administrator to the relevant federal granting agency within ten calendar days of the notification by the employee or other actual notice of the conviction.
- D. This policy statement shall be included in the district's employee Board Policy manual and shall be distributed to all employees at the commencement of each school year. This distribution may occur electronically.
- E. Prior to the commencement of each school year, or shortly thereafter, the Human Resources Department shall provide information (electronically or otherwise) to all employees that shall include a review and discussion of the dangers of drug and alcohol abuse in the workplace, the district's policy for drug- and alcohol-free workplace, the penalties for violating the policy, and available sources of information, counseling, rehabilitation, and re-entry programs regarding drug and alcohol use.

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