

Drug-Free Schools, Community and Workplace

The board has an obligation to staff, students and citizens to take reasonable steps to assure safety in the workplace and to provide safety and high quality performance for the students that the staff serves. ~~Workplaces include any school building~~

“Workplace” is defined to mean the site for the performance of work done, which includes work done in connection with a federal grant. That includes any school building or any school premises; any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities; off school property during any school-sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the school district which could also include work on a federal grant.

For these purposes, the board declares that the following behaviors will not be tolerated:

- A. Reporting to work under the influence of alcohol, illegal chemical substances or opiates.
- B. Using, possessing, transmitting alcohol, illegal chemical substances (including anabolic steroids) or opiates in any amount or in any manner on district property at any time: or when involved in a school district activity on or off school district property. Any staff member convicted of a felony attributable to the use, possession, or sale of illegal chemical substances or opiates will be subject to disciplinary action, ~~which may include~~ including immediate ~~discharge~~ termination.
- C. Using district property or the staff member's position within the district to make or traffic alcohol, illegal chemical substances or opiates.
- D. Using, possessing or transmitting illegal chemical substances and opiates in a manner which is detrimental to the interest of the district

Any staff member who is taking a drug or medication, whether or not prescribed by the staff member's physician, which may adversely affect that staff member's ability to perform work in a safe or productive manner, is required to report such use of medication to his or her supervisor. This includes drugs which are known or advertised as possibly affecting judgment, coordination, or any of the senses, including those which may cause drowsiness or dizziness. The supervisor, in conjunction with the district office, then will determine whether the staff member can remain at work and whether any work restrictions will be necessary.

As a condition of employment, each employee ~~shall~~ will notify his or her supervisor of a conviction under any criminal drug statute violation occurring in the workplace as defined above. Such ~~notification shall~~ notification will be provided no later than 5 days after such conviction. The district ~~shall~~ will inform the federal government within ten days of such conviction, regardless of the source of the information.

Each employee ~~shall~~ will be notified of the district's policy and procedures regarding employee drug activity at work. ~~This notification is via the employee handbook.~~ Any staff member who violates any aspect of this policy may be subject to disciplinary action, which may include

immediate discharge. As a condition of eligibility for reinstatement, an employee may be required to satisfactorily complete a drug rehabilitation or treatment program approved by the board, at the

~~Policy No. 5201
Personnel~~

employee's expense. Nothing in this policy ~~shall~~will be construed to guarantee reinstatement of any employee who violates this policy, nor does the school district incur any financial obligation for treatment or rehabilitation ordered as a condition of eligibility for reinstatement.

~~Other actions such as notification of~~The district may notify law enforcement agencies ~~may be taken in regard~~regarding a staff ~~member violating~~member's violation of this policy at the district's discretion, ~~or take other actions as~~the district deems appropriate.

Cross References: ~~—~~ Board Policy —4215

Board Policy 5203
Board Policy 5280

Use of Tobacco and Nicotine Substances
on School Property
Staff Assistance Program
Termination of Employment

Legal References: ~~—~~ RCW 69.50.435

Violations committed in or on certain
public places or facilities —
Additional penalty — Defenses —
Construction — Definitions

~~41 USC~~U.S.C. §§ 701-707 Drug Free Workplace
Act of

~~—~~ Subtitle D 1988 and as amended in 1989

21 U.S.C. § 812

Controlled Substance Act

20 U.S.C §§ 7101-7118 Safe and Drug-Free Schools and Communities
Act

~~21 CFR 1300.11-1300.15~~

~~RCW 69.50.435 —~~ Violations committed on school bus or in or near
school grounds or school bus route stop

Management Resources:

Policy News, February 1999

Bus drivers still tested for marijuana

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~~Woodland~~ Woodland School District #404