

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 provide~~ a reasonably safe workplace and to provide safety and high quality performance for the students ~~that who~~ the staff ~~serves. serve.~~

~~Workplace~~ For purposes of this policy, the "workplace" is defined to mean the site for the performance of work done, which includes work done in connection with a federal grant. ~~That~~ The "workplace" includes any ~~school district~~ building or any ~~school premises~~ district property; any ~~school district~~-owned vehicle or any other ~~school district~~-approved vehicle used to transport students to and from school or school activities; and off school district 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 Prohibited Behavior

To help maintain a drug-free school, community, and workplace, the ~~board declares that the~~ following behaviors will not be tolerated:

- A. Reporting to work or the workplace under the influence of alcohol, illegal and/or controlled substances including marijuana (cannabis) and anabolic steroids.
- B. Using, possessing, transmitting alcohol, illegal and/or controlled substances, including marijuana (cannabis) and anabolic steroids, in any amount ~~or~~ in any manner ~~on district property, and~~ at any time ~~or when involved in a school district activity on or off school district property. the workplace.~~
- ~~B.C.~~ C. Any staff member convicted of a felony crime attributable to the use, possession, or sale of illegal and/or controlled substances, including marijuana (cannabis) and anabolic steroids, will be subject to disciplinary action, including ~~immediate~~ termination.
- ~~C.D.~~ D. Using district property or the staff member's position within the district to make or traffic alcohol, illegal and/or controlled substances, including marijuana (cannabis) and anabolic steroids.
- E. Using, possessing or transmitting illegal and/or controlled substances, including marijuana (cannabis) and anabolic steroids.

Notification Requirements

Any staff member who is taking ~~a drug or medication, whether or not~~ prescribed ~~by or over~~ the ~~staff member's counter medications will be responsible for consulting the prescribing~~ physician, ~~which and/or~~ pharmacist to ascertain whether the medication may ~~adversely affect that staff member's ability to perform work in a interfere with the safe or productive manner, is required to report such performance of his/her job. If the~~ use of a medication ~~to his or could compromise the safety of the staff member, other staff members, students or the public, it is the staff member's responsibility to use appropriate personnel procedures (e.g., use leave, request change of duty, or notify his/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 of potential side effects) to avoid unsafe workplace practices. If a staff member notifies his/her supervisor that the use of medication could compromise the safe performance of his/her job, the~~ supervisor, in conjunction with the district [insert district department/office, (e.g. human resources)], 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 will notify his or her supervisor of a conviction under any criminal drug statute violation occurring in the workplace ~~as defined above.~~ Such notification will be provided no later than 5 days after such conviction. The district will inform the federal ~~government~~ granting agency within ~~ten~~ 10 days of such conviction, regardless of the source of the information.

Disciplinary Action

Each employee will be notified of the district's policy and procedures regarding employee drug activity at work. Any staff member who violates any aspect of this policy ~~may~~ will be subject to disciplinary action, which may include ~~immediate discharge~~ termination. 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~~ district, at the employee's expense. Nothing in this policy 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.

The district may notify law enforcement agencies regarding ~~to~~ a staff member's violation of this policy at the district's discretion or take other actions as it the district deems appropriate.

Cross References: 3423 – Parental Administration of Marijuana for Medical Purposes
 4215 - Use of Tobacco, Nicotine Products, and Delivery Devices
 5280 - Separation from Employment

Legal References: RCW 69.50.435 Violations committed in or on certain public places
 or facilities —Additional penalty — Defenses — Construction —
 Definitions
 41 U.S.C. 8103 Drug Free Workplace Requirements for Federal
 Grant Recipients
 21 U.S.C. 812 Controlled Substance Act
 20 U.S.C 7101-71187 Safe and Drug-Free Schools and Communities
 Act [as amended by Title IV – 21st Century Schools]

Management Resources: 2019 – July Issue
 2015 - December Issue
 2013 - February Issue
 2011 - December Issue
 Policy News, February 1999 Bus drivers still tested for marijuana

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