

**WHITE RIVER SCHOOL DISTRICT #416
BOARD POLICY**

No. 5201

5000 PERSONNEL

Employment Practices

5201 – 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.

“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 district building or any district premises; any district-owned vehicle or any other district-approved vehicle used to transport students to and from school or school activities; any off-district property site 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 and/or controlled substances including marijuana (cannabis).
- 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 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 and/or controlled substances including marijuana (cannabis) will be subject to disciplinary action, including immediate termination.
- C. Using district property or the staff member’s position within the district to make or traffic alcohol, illegal and/or controlled substances.
- D. Using, possessing or transmitting illegal and/or controlled substances, including marijuana (cannabis).

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 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 five (5) days after such conviction. The District will inform the federal granting agency within ten (10) days of

such conviction, regardless of the source of the information.

Each employee shall 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 be subject to disciplinary action, which may include immediate discharge, non-renewal, termination and/or suspension in accordance with relevant. 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 employee's expense. Nothing in this policy shall 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 a staff 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	Use of Tobacco and Nicotine Substances on School Property
	Board Policy 5280	Termination of Employment
Legal References:	RCW 69.50.435	Violations committed in or on certain public places or facilities – Additional penalty – Defenses – Construction – Definitions
	21 U.S.C. S812	Controlled Substance Act
	20 U.S.C. SS7101-7118	Safe and Drug-Free Schools and Communities Act
	41 U.S.C. S8103	Drug-Free Workplace Requirements for Federal Grant Recipients
Management Resources:	<i>Policy & Legal News</i> , February 2013	Policy Revisions
	<i>Policy News</i> , December 2011	Changes in WSSDA's <i>Policy Reference Manual</i>
	<i>Policy News</i> , February 1999	Bus drivers still tested for marijuana