

DRUG-FREE SCHOOLS, COMMUNITY, AND WORKPLACE

The board has an obligation to staff, students and community members to take reasonable steps to assure safety in the workplace and to provide safety and 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 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 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, including marijuana (cannabis).
- 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 staff member 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 five (5) days after such conviction. The district will inform the federal government within ten days of such conviction, regardless of the source of the information.

Each staff member will be notified of the district's policy and procedures regarding staff 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. As a condition of eligibility for reinstatement, all staff may be required to satisfactorily complete a drug rehabilitation or treatment program approved by the board, at the staff member's expense. Nothing in this policy will be construed to guarantee reinstatement of any staff member 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 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 Board Policy 5203 Board Policy 5280	Use of Tobacco and Cocotine Substances on School Property Staff Assistance Program Termination of Employment
Legal References:	41 USC §§ 701-707 20 USC §§ 7101-7118 21 U.S.C. 812 21 CFR 1300.11-1300.15 41 U.S.C. § 8103	Drug Free Workplace Act of Subtitle D 1988 and as amended in 1989 Safe and Drug-Free Schools and Communities Act Controlled Substance Act Drug Free Workplace Requirements for Federal Grant Recipients
RCW	69.50.435	Violations committed in or on certain public places or facilities — Additional penalty — Defenses — Construction — Definitions

Management Resources:

Policy & Legal News, February 2013 Policy Revisions

Policy News, February 1999 Bus drivers still tested for marijuana

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