

## **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.

For the purposes of this policy; "Workplace" is defined to mean the site for the performance of 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 where work on a federal grant is performed.

### **Prohibited Behavior**

To help maintain a drug-free school, community, and workplace, the following will not be tolerated:

- A. Reporting to work under the influence of alcohol, illegal and/or chemical substances including marijuana (cannabis) and anabolic steroids.
- B. Using, possessing, transmitting alcohol, illegal and/or chemical substances, including marijuana (cannabis) and anabolic steroids, in any amount, in any manner, and at any time in the workplace.
- C. Any staff member convicted of a felony attributable to the use, possession, or sale of illegal chemical substances including marijuana (cannabis) or anabolic steroids will be subject to disciplinary action, including immediate termination.
- 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 opiates in a manner which is detrimental to the interest of the district.

### **Notification Requirements**

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 shall be provided no later than 5 days after such conviction. The district shall inform

the federal government within ten days of such conviction, regardless of the source of the information.

### **Disciplinary Action**

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. 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.

Other actions such as notification of law enforcement agencies may be taken in regard to a staff member violating this policy at the district's discretion as it deems appropriate.

	3423-	Parental Administration of Marijuana for Medical Purposes
Cross References:	4215-	Use of Tobacco on School Property
	5203-	Staff Assistance Program
	5280-	Termination of Employment
Legal References:	41 USC §§ 701-707	Drug Free Workplace Act of Subtitle D 1988 and as amended in 1989
	20 USC §§ 7101-7118	Safe and Drug-Free Schools and Communities Act
	21 U.S.C. 812	Controlled Substance 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
Policy News, December 2011	
Policy News, February 2013	
Policy News, December 2015	
Policy News, July 2019	

### **Grand Coulee Dam School District**

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