

Section 5000 – Personnel

5350 Alcohol and Drug-Free Workplace

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Employees are prohibited from reporting to work or being present on school property or school sponsored events while under the influence of a controlled substance under state or federal law, marijuana products, or alcoholic products. The possession, distribution, dispensation and/or manufacturing of controlled substances, as defined by state and federal law, or alcoholic products or “look-alike” alcoholic products, by District employees on District grounds, in District buildings and/or in connection with any District activity or function, is prohibited.

Any employee who violates this policy may be subject to disciplinary action, up to and including termination of employment. Any employee who the administration reasonably suspects is under the influence of a controlled substance under state or federal law, marijuana products, or alcohol products may be directed by the administration or police to submit to the appropriate testing. An employee’s failure to comply with directives from the administration or police to submit to appropriate testing may subject the employee to discipline up to and including dismissal. The employee may also be required to participate, satisfactorily, in an alcohol or drug assistance rehabilitation program approved by the Board in order to continue employment with the District.

Any employee who has been found guilty of violating a criminal drug statute in the workplace shall notify the Superintendent within three days after a conviction relating to the drug offense.

The Superintendent shall notify the appropriate federal, state, or local law enforcement agency within ten days after receiving notice of a workplace related drug conviction on the part of the employee.

This policy shall be published annually.

Approved: June 29, 2009

Revised: December 3, 2018

LEGAL REF: 49 CFR 382.601 (Anti-Substance Abuse Act)