

NOTICE TO EMPLOYEES OF THE DRUG-FREE WORK PLACE

You are hereby notified that it is a violation of the policy of this District for any employee to possess or use alcohol in the work place or to unlawfully manufacture, distribute, dispense, possess, or use on or in the work place any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, or any other controlled substance.

Workplace is defined as the site for the performance of work done, including a school building or other school premises, any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities, or 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.

You are further notified that it is a condition of your continued employment that you will comply with the above policy of the School District and will notify your supervisor of your conviction of any criminal drug statute for a violation that occurred in the workplace or a determination that you as an employee used or were in possession of alcohol in the workplace, no later than five (5) days after the conviction.

Any employee who violates the terms of the District's Drug-Free Workplace Policy may be non-renewed or his/her employment may be suspended or terminated at the discretion of the Board of Trustees.

Any employee who violates the terms of the School District's drug-free work place policy shall, unless terminated, satisfactorily participate in a drug and alcohol-abuse assistance or rehabilitation program approved by the Board. If the employee fails to satisfactorily participate in such a program, the employee shall be non-renewed or his/her employment may be suspended or terminated at the discretion of the Board.

LEGAL REF: Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined by regulation at 21 CFR 1300.11 through 1300.15.

Adopted: 10/11/10