

Procedure 418 - Drug-Free Workplace / Drug-Free School

- I. Prohibitions
 - A. For purposes of Policy 418 - Drug-Free Workplace/Drug-Free School, prohibited drugs are defined as any legally-defined controlled substance, any alcoholic beverage, any substance being used to achieve a mood-altered state, or any non-prescription or prescription medication not being used in accordance with the manufacturer's guidelines. It will be a violation of Policy 418 - Drug-Free Workplace/Drug-Free School for any employee to unlawfully manufacture, distribute, dispense, transfer, possess, use, or be under the influence of any prohibited drug.
 - B. This prohibition applies for employees while on school property, in school vehicles or any other school-approved vehicle used to transport students to and from school or school activities, or off school property while accompanying students on any school-sponsored or school-approved activity, event, or function.

- II. Violation
 - A. Employees will notify their Supervisor within five days of being convicted of a criminal drug statute violation occurring on school premises, in school vehicles, or while accompanying students on school affiliated activities. An employee who violates this policy will satisfactorily participate in a drug abuse assistance or rehabilitation program approved by the School Board. If the employee fails to participate satisfactorily in such program, the employee will be non-renewed or employment may be suspended or terminated, at the discretion of the School Board.
 - B. Disciplinary action against employees in violation of this policy will be in accordance with prescribed District administrative regulations and procedures and any applicable collective bargaining agreements.

- III. Notification
 - A. Notice of this policy will be provided in employee handbooks, new-employee orientation and/or posters in employee lounges and other appropriate locations.
 - B. The District will establish a drug-free awareness program to inform employees about the dangers of drug abuse in the workplace; the District's policy of maintaining a drug-free workplace; notice of assistance or rehabilitation programs; and penalties for violation of policy.

Procedure 418 Dated: 2/2/99
(formerly Policy 4154 & 4254)
Policy Adopted: 9/18/98

Legal References:

Drug-Free Workplace Act of 1988
P.L. 101-226

Notification Statement

School Board
INDEPENDENT SCHOOL DISTRICT 279
Maple Grove, Minnesota

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