

PERSONNEL

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DRUG FREE WORKPLACE

No employee shall unlawfully manufacture, distribute, dispense, possess or use on or in the workplace any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or alcohol or any other controlled substance, as defined in 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.

The “workplace” is defined to mean 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, including but not limited to field trips or athletic events, where students are under the jurisdiction of the school district.

As a condition of employment, employees shall notify their supervisor of a conviction of a violation occurring in the workplace as defined above, no later than five (5) days after such conviction.

Each employee shall abide by the terms of the school district policy respecting a drug-free workplace.

An employee who violates the terms of this policy may, in accordance with applicable collective bargaining agreement and statutory procedures, have their contract non-renewed or their employment suspended or terminated, at the discretion of the board.

An employee who violates the terms of this policy may be required to successfully complete an appropriate rehabilitation program. Their employment may be suspended, terminated, or may not be renewed at the discretion of the Board.

Legal Reference: Drug-Free Workplace Act. 102 Stat. 4305-4308.
54 Fed. Reg. 4946 (1989)

Litchfield Board of Education

Policy Adopted: 11/13/1990

Policy Reviewed: 10/1/1998

Policy Revised: 8/10/2011, 10/3/2018