

~~4035—DRUG-FREE WORK PLACE~~

~~No employee shall 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, 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 CFR 1300.11 through 1300.15, or in violation of any statute of the State of Minnesota.~~

~~"Work place" is defined to mean the site for the performance of work done in connection with employment. 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.~~

~~As a condition of employment, each employee shall notify in writing, his or her supervisor of his or her conviction of any criminal drug statute for a violation occurring in the work place as defined above, no later than five (5) days after such conviction.~~

~~The School District will notify the agency in writing within ten (10) calendar days after receiving notice from an employee or otherwise, receiving actual notice of such conviction. As a condition of employment, each employee shall abide by all the terms of this policy creating a drug free work place.~~

~~Any employee who violates the terms of this policy shall satisfactorily participate in a drug abuse assistance or rehabilitation program in a treatment facility licensed by the state of Minnesota or Wisconsin. If the employee fails to satisfactorily participate in such program, the employee shall be non-renewed or his or her employment may be suspended or terminated.~~

~~All disciplinary action taken against employees for violation of this policy, including non-renewal, suspension or termination, shall be imposed in accordance with procedures prescribed by State law, Civil Service rules and regulations, and bargaining unit contracts, including those laws and rules affording due process to all employees.~~

~~Adopted: 08-08-1989 ISD 709~~

~~Revised: 06-20-1995~~

~~12-17-1996 ISD 709~~