

1896 Delaware Avenue  
Mendota Height, MN 55118  
[www.isd197.org](http://www.isd197.org)

**TO:** School Board

**FROM:** Tye Michaels, Director of Human Resources

**DATE:** May 5, 2025

**RE:** Final Reading of Policy 418, Drug-Free Workplace/Drug-Free School

**BACKGROUND:**

A review of Policy 418, Drug-Free Workplace/Drug-Free School, has been performed. A first reading was presented to board members at their meeting on February 18 with a second reading on April 21. The current policy adheres to district processes and procedures currently in place. The district's current policy was reviewed against the MSBA model policy. Based on this review, several changes were presented and the word "cannabis" was added throughout the policy consistently.

Changes presented February 18:

- Throughout the policy, the term cannabinoids has been added based on wording changes in Minnesota statutes
- Under II, General Statement of Policy, item C was added based on statute language
- Under III, Definitions, several have been added or updated
- Under IV, Exceptions, items have been added based on statute language
- Under V, Procedures, items have been added based on statute language
- Section IV, School Programs, was added based on statute language
- Under VII, Enforcement, changes have been made based on statute language
- Updates have been made to the legal references

This policy was also reviewed using the district's Four-Way Equity Test. The policy does not hinder opportunities or access for historically underserved, underrepresented, or disadvantaged students. Further, this policy does not produce barriers or reduce rigorous standards. Recognizing the need for more gender-inclusive language, "his or her" and "his/her" has been changed to "their" in locations throughout the policy.

**RESOLUTION:**

***BE IT RESOLVED*** by the School Board of School District 197 to approve Policy 418, Drug Free Workplace/Drug Free School, as presented.