

**District:** Tupelo Public School District  
**Section:** G - Personnel  
**Policy Code:** GBRL - Drug Free Schools and Workplace

## DRUG FREE SCHOOLS AND WORKPLACE

1. No employee engaged in work in connection with the **Tupelo Public** School District shall unlawfully manufacture, distribute, dispense, possess or use on or in the workplace any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance, **pursuant to applicable state and federal law**, ~~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.~~

"Workplace" is defined to mean the site for the performance of work done in connection the District. 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 District.

2. As a condition of employment in the District, each employee shall (a) notify his or her supervisor of his or her conviction of any criminal drug statute for a violation occurring in the workplace ~~as defined above~~, no later than 5 days after such conviction; (b) ~~As a condition of employment in the District, each employee shall~~ abide by the terms of the ~~school~~ District policy respecting a drug-free workplace.

3. An employee who violates the terms of this policy may be nonrenewed or his or her employment may be suspended or terminated, at the discretion of the Board. Sanctions against employees, including non-renewal, suspension, and termination ~~shall be~~ **are** in accordance with prescribed ~~school~~ District administrative regulations and procedures.

### ~~DENIAL OF LICENSE~~

~~The State Board of Education, acting through the commission, may deny an application for any teacher or administrator license if the applicant is actively addicted to or actively dependent on alcohol or other habit-forming drugs or is a habitual user of narcotics, barbiturates, amphetamines, hallucinogens, or other drugs having a similar effect, at the time of application for a license. ' 37-3-2(11)(e)~~

### ~~SUSPENSION OF LICENSE~~

~~The State Board of Education, acting on the recommendation of the commission, may revoke or suspend any teacher or administrator license for specified periods of time if the teacher or administrator has been convicted, has pled guilty or entered a plea of nolo contendere to a felony, as defined by federal or state law. ' 37-3-2(12)(d)~~

~~Dismissal or suspension of a licensed employee by a local school board pursuant to Section 37-9-59 may result in the suspension or revocation of a license for a length of time which shall be determined by the commission and based upon the severity of the offense. ' 37-3-2(13)(a)~~

LEGAL REF.: MS CODE 37-3-2(12)(d) and 37-9-59 ~~as cited~~  
**Controlled Substances Act 21 U.S.C. 812, schedules I through V of section 202**

21 CFR 1300.11 through 1300.15.

21 U.S.C. 812

CROSS REF.: Policy GBRM C Drug and Alcohol Testing Policy

### NOTICE TO EMPLOYEES ENGAGED IN WORK ON FEDERAL GRANTS

YOU ARE HEREBY NOTIFIED that it is a violation of **Tupelo Public School District policy** for any employee to unlawfully manufacture, distribute, dispense, possess or use on or in the workplace any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance, **pursuant to applicable state and federal law.**  
~~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.~~

"Workplace" is defined as the site for the performance of work done in connection with a federal grant. That includes any place where work on a District federal grant is performed, 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; 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 District.

YOU ARE FURTHER NOTIFIED that it is a condition of your continued employment on any federal grant that you will comply with the above policy of the District and will notify your supervisor of your conviction of any criminal statute for a violation occurring in the workplace, no later than 5 days after such conviction.

Any employee who violates the terms of the District's drug-free workplace policy may be non-renewed or his or her employment may be suspended or terminated, at the discretion of the District.

Last Review Date: 12/2018

Review History:[1/1/1900][1/1/1901]

**Adopted Date:**

**Approved/Revised Date:**