

Series	500	Personnel
Section	520	General Personnel Policies
Policy	529.2	Drug Free Workplace

In order to protect the health, welfare and safety of students and employee, no school employee shall:

1. Possess, dispose or in any way transfer possession of or be under the influence of alcohol during working hours or while involved in school-sponsored activities: or
2. Manufacture, distribute, dispense, possess or use a controlled substance in any school building or on school premises: any school-owned vehicle used to transport students to and from school or school activities: or off school-approved activity, event or function where students are under the jurisdiction of the School District.

Employees shall be expected to abide by this policy. Violation of any of the prohibitions set forth above shall constitute cause for discharge or other discipline of an employee in accordance with provisions of the current employee agreement or other procedures established by the Board.

Any suspected violation of the prohibitions set forth above which may constitute a violation of local ordinances or state or federal law shall be promptly reported by the District Administrator, or designee, to the appropriate law enforcement agency.

An employee who is engaged in the performance of a federal grant shall be required to notify the District Administrator of any criminal drug statute conviction for a violation occurring in the workplace. This notification shall be made within five days of such conviction. The District Administrator shall then notify the appropriate federal agency.

A copy of this policy shall be distributed annually to each employee in the District.

Legal Reference: Drug Free Workplace Act of 1988 34 CFR, Part 85, Sub-part F (Regulations Implementing the Drug Free Workplace Act).

Cross Reference: KEA Master Agreement; KAP Master Agreement

Approved: December 11, 1989

Reviewed: 1991; 1995; 2005