

POLICY NO. 4510
Adopted: 6-13-90
Revised: 11-9-94
Revised: 4-26-00
Revised: 10-22-14

DRUG FREE WORKPLACE

POLICY:

The Lake Stevens School District has an obligation to staff, students, and citizens to take reasonable steps to assure safety in the workplace and to provide safety and high quality performance for the students that the staff serves.

"Workplace" is defined to mean the site for the performance of work done in connection with a federal grant. That includes any school building, school premises, and 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, where work on a federal grant is performed.

For these purposes, the Board declares that the use of illicit drugs and possession and use of alcohol, marijuana, or THC (Tetrahydrocannabinol) products is wrong and harmful and that the following behaviors will not be tolerated.

1. Reporting to work under the influence of alcohol, marijuana, THC products, illegal chemical substances, or opiates.
2. Using, possessing, transmitting alcohol, marijuana, THC products, illegal chemical substances (including anabolic steroids), or opiates in any amount or in any manner on district property at any time. Any staff member convicted of a felony attributable to the use, possession, or sale of illegal chemical substances or opiates will be subject to disciplinary action, including immediate termination.
3. Using district property or the staff member's position within the district to make or traffic alcohol, marijuana, THC products, illegal chemical substances, or opiates.

4. Using, possessing, or transmitting alcohol, marijuana, THC products, illegal chemical substances, and/or opiates in a manner which is detrimental to the interest of the district.

Any staff member who is taking a drug or medication, whether or not prescribed by the staff member's physician, which may adversely affect that staff member's ability to perform work in a safe or productive manner is required to report such use of medication to his or her supervisor. This includes drugs which are known or advertised as possibly affecting judgment, coordination, or any of the senses, including those which may cause drowsiness or dizziness. The supervisor, in conjunction with the district office, then will determine whether the staff member can remain at work and whether any work restrictions will be necessary.

As a condition of employment, each employee shall notify his or her supervisor of a conviction under any criminal drug statute violation occurring in the workplace as defined above. Such notification shall be provided no later than five (5) days after such conviction. The District shall inform the federal government within ten (10) days of such conviction, regardless of the source of the information.

Each employee shall be notified of the District's policy and procedures regarding employee drug activity at work. Any staff member who violates any aspect of this policy may be subject to disciplinary action, which may include immediate discharge. As a condition of eligibility for reinstatement, an employee may be required to satisfactorily complete a drug rehabilitation or treatment program approved by the Board at the employee's expense. Information regarding specific drug and alcohol counseling, rehabilitation, and reentry programs will be provided to employees in the event there is a violation of the policy. A list of these providers will be kept by the Department of Human Resources.

Nothing in this policy shall be construed to guarantee reinstatement of any employee who violates this policy, nor does the school district incur any financial obligation for treatment or rehabilitation ordered as a condition of eligibility for reinstatement.

Other actions such as notification of law enforcement agencies may be taken in regard to a staff member violating this policy at the District's discretion as it deems appropriate.

Legal References:

P.L. 100-690, Title V, Subtitle D Drug Free Workplace Act of 1988 and as amended in 1989

P.L. 101-226 Drug-Free Schools and Communities Act

21 U.S.C. 812 Controlled Substance Act

21 CFR 1300.11-1300.15

RCW 69.50.435 Violations committed on school bus or in or near school grounds or school bus route stop