

POLICY NO. 4510-1
Adopted: 6-13-90
Revised: 4-26-00
Revised: 7-09

NOTICE TO EMPLOYEES

YOU ARE HEREBY NOTIFIED that the use of illicit drugs and unlawful possession and use of alcohol is wrong and harmful. You are further notified that it is a violation of Policy No. 4510 of the Lake Stevens School District for any employee to unlawfully manufacture, distribute, possess, or use on or in the workplace 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 at 21 CFR 1300.11 through 1300.15, and as further amended to include anabolic steroids.

“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 school district federal grant is performed, including a school building or other school premise, district-owned vehicle or any other approved vehicle used to transport students to and from school or school activities off district property during any school-sponsored or approved activity, event, or function, such as a field trip or athletic event where students are under the jurisdiction of the school 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 school district and will notify your supervisor of your conviction under any criminal drug statute for a violation occurring in the workplace. Such notification shall be no later than five (5) days after such conviction.

An employee who violates the terms of the school district’s drug-free workplace policy may be suspended, discharged, or non-renewed in accordance with the provisions of board policy and state law.

An employee may be required to satisfactorily complete a drug rehabilitation or treatment program approved by the Board, at the employee’s expense, as a condition of eligibility for reinstatement. However, reinstatement of an employee who has violated the drug-free workplace policy is not guaranteed nor does the school district incur any financial obligation for an employee’s treatment or rehabilitation.