

LAPWAI SCHOOL DISTRICT NO. 341

DRUG FREE WORKPLACE NOTICE TO EMPLOYEES

(Policy & Procedure Summary)

YOU ARE HEREBY NOTIFIED that it is a violation of the policy of the Lapwai School District #341 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, 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 school building or any school district 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 school district.

YOU ARE FURTHER NOTIFIED that it is a condition of your continued employment 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 violation occurring in the workplace. Such notification shall be no later than five days after such conviction.

Any 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 shall be required to satisfactorily complete a drug rehabilitation or treatment program approved by the Board, at the employee’s expense, as a condition of reinstatement.

EACH EMPLOYEE IS REQUIRED TO SIGN AN ACKNOWLEDGEMENT OF THIS POLICY AND RETURN THE SIGNED COPY TO THE DISTRICT OFFICE.