

**DRUG-FREE WORKPLACE  
(Support Personnel)**

No employee engaged in work for the school district shall unlawfully manufacture, distribute, possess or use on or in the workplace any narcotic drug, hallucinogenic drug, amphetamine, barbituate, marijuana or any other controlled substance as defined by federal or state law.

Workplace is defined as the site for the performance of work done in the capacity as a school district employee. That includes a school building or school premise; a school-owned vehicle or a school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the school district.

Employees shall notify their supervisor of the employee's conviction under any criminal drug statute for a violation occurring in the workplace as defined above, no later than five (5) days after such conviction.

Employees shall abide by the terms of this policy respecting a drug-free workplace. An employee who violates the terms of this policy shall successfully participate in a drug abuse assistance or rehabilitation program approved by the board. If the employee fails to successfully participate in such a program, the employee's contract shall not be renewed or employment may be suspended or terminated, at the discretion of the board.

Sanctions against employees, including nonrenewal, suspension and termination shall be in accordance with prescribed school district administrative regulations and procedures.

The superintendent shall be responsible for publication and dissemination of this policy to each employee.

Date Approved: 10-21-91  
Date of Review: 11-15-93, 12-16-96, 09-20-99, 02-17-03, 02-19-07

LEGAL REFS: Drug Free Workplace Act of 1988, 41 U.S.C. 701-707.  
102 Stat. 4305-4308  
54 F. R. 4946 (1/31/89).  
Iowa Code 204, 279.8 (1989)