

Book	Policy Manual
Section	4000 Support Staff
Title	DRUG-FREE WORKPLACE
Number	po4124
Status	Active
Adopted	June 13, 2017

4124 - DRUG-FREE WORKPLACE

The School Board believes that quality education is not possible in an environment affected by drugs. It will seek, therefore, to establish and maintain an educational setting which is not tainted by the use or evidence of use of any controlled substance.

The Board shall not permit the manufacture, possession, use, distribution, or dispensing of any controlled substance, alcohol, and any drug paraphernalia as the term is defined by law, by any member of the District's support staff at any time while on District property or while involved in any District-related activity or event. Any staff member who violates this policy shall be subject to disciplinary action in accordance with District procedures and the terms of collective bargaining agreements.

The Superintendent shall establish procedures that ensure compliance with this policy and that each staff member is given a copy of the standards regarding unlawful possession, use, or distribution of illicit drugs and alcohol by staff and informed that compliance with this requirement is mandatory. Such procedures shall provide for appropriate disciplinary actions, if and when needed, which comply with the terms of any negotiated agreement.

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Legal	F.S. 440.101
	F.S. 440.102
	34 C.F.R. 34-86.201
	34 C.F.R. Part 85
	34 C.F.R. Part 86
	34 C.F.R. Part 104
	20 U.S.C. 3224A
	20 U.S.C. 86-201
	20 U.S.C. 701-706 Rehabilitative Act 1973
	20 U.S.C. 3171 et seq.
	20 U.S.C. Omnibus Transportation Testing Act of 1991
	29 U.S.C. 705(20)
	29 U.S.C. 794
	29 U.S.C. 794a
	41 U.S.C. 701 et seq., Drug-Free Workplace Act of 1988 Vocational Rehabilitation Act of 1973
	Drug-Free Schools and Communities Act of 1986

Last Modified by Tammy R Shroyer on August 29, 2017

Book	Policy Manual
Section	3000 Instructional Staff
Title	DRUG-FREE WORKPLACE
Number	po3124
Status	Active
Adopted	June 13, 2017

3124 - DRUG-FREE WORKPLACE

The School Board believes that quality education is not possible in an environment affected by drugs. It will seek, therefore, to establish and maintain an educational setting which is not tainted by the use or evidence of use of any controlled substance.

The Board shall not permit the manufacture, possession, use, distribution, or dispensing of any controlled substance, alcohol, and any drug paraphernalia as the term is defined by law, by any member of the District's instructional staff at any time while on District property or while involved in any District-related activity or event. Any staff member who violates this policy shall be subject to disciplinary action in accordance with District procedures and the terms of collective bargaining agreements.

The Superintendent shall establish procedures that ensure compliance with this policy and that each staff member is given a copy of the standards regarding unlawful possession, use, or distribution of illicit drugs and alcohol by staff and informed that compliance with this requirement is mandatory. Such procedures shall provide for appropriate disciplinary actions, if and when needed, which comply with the terms of any negotiated agreement.

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Legal	20 U.S.C. Omnibus Transportation Testing Act of 1991
	F.S. 440.101
	F.S. 440.102
	20 U.S.C. 3224A
	20 U.S.C. 701-706 Rehabilitative Act 1973
	20 U.S.C. 86-201
	20 U.S.C. 3171 et seq.
	29 U.S.C. 705(2)
	29 U.S.C. 794
	29 U.S.C. 794a
	34 C.F.R. Part 85
	34 C.F.R. Part 86
	34 C.F.R. Part 104
	34 C.F.R. 34-86.201
	41 U.S.C. 701 et seq., Drug-Free Workplace Act of 1988 Vocation Rehabilitation Act of 1973
	Drug-Free Schools and Communities Act of 1986

Last Modified by Tammy R Shroyer on August 11, 2017

Book	Policy Manual
Section	1000 Administration
Title	DRUG-FREE WORKPLACE
Number	po1124
Status	Active
Adopted	June 13, 2017

1124 - DRUG-FREE WORKPLACE

The School Board believes that quality education is not possible in an environment affected by drugs. It will seek, therefore, to establish and maintain an educational setting which is not tainted by the use or evidence of use of any controlled substance.

The Board shall not permit the manufacture, possession, use, distribution, or dispensing of any controlled substance, alcohol, and any drug paraphernalia as the term is defined by law, by any member of the District's Administrative staff at any time while on District property or while involved in any District-related activity or event. Any staff member who violates this policy shall be subject to disciplinary action in accordance with District procedures.

The Superintendent shall establish procedures that ensure compliance with this policy and that each staff member is given a copy of the standards regarding unlawful possession, use, or distribution of illicit drugs and alcohol by staff and informed that compliance with this requirement is mandatory. Such procedures shall provide for appropriate disciplinary actions, if and when needed.

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Legal	20 U.S.C. Omnibus Transportation Testing Act of 1991
	F.S. 440.101
	F.S. 440.102
	34 C.F.R. 34-86.201
	34 C.F.R. Part 85
	34 C.F.R. Part 86
	34 C.F.R. Part 104
	20 U.S.C. 86-201
	20 U.S.C. 701-706 Rehabilitative Act 1973
	20 U.S.C. 3171 et seq.
	29 U.S.C. 705 (20), 794, 794A
	41 U.S.C. 701 et seq.
	Vocational Rehabilitation Act of 1973
	Drug-Free Schools and Communities Act of 1986 Drug-Free Workplace Act of 1988

Last Modified by Tammy R Shroyer on August 11, 2017