FILE: GBCBB

MEDFORD AREA PUBLIC SCHOOL DISTRICT

DATE ADOPTED: March 21, 1991
DATE REVISED: August 15, 1991
DATE REVISED: May 18, 2000
DATE REVISED: September 15, 2005
DATE REVIEWED: October 29, 2012
DATE REVISED: November 26, 2018

FILE SECTOR: PERSONNEL
POLICY TITLE: EMPLOYEE POSSESSION, USE, SALE OR DISTRIBUTION OF ALCOHOL AND OTHER DRUGS

Medford Area Public School District will comply with the Drug-Free Workplace Act in order to further the health, welfare and safety of students and employees.

No employee shall unlawfully manufacture, distribute, dispense, possess, or use alcohol or "controlled substances" (drugs) as defined in state and federal law on any school premise, in district-owned or approved vehicles, or while involved in school-sponsored activities.

Any employee engaged in the performance of a grant received directly from the federal government shall notify the district administrator in writing of any criminal drug statute conviction for a violation occurring in the workplace within five calendar days of such conviction. Within 30 calendar days of giving notice of such conviction, the employee shall be required to participate satisfactorily in a professional assessment and rehabilitation program.

All employees shall abide by this policy. Any violation of this policy, including failure or refusal to participate satisfactorily in a required professional assessment and rehabilitation program, shall result in disciplinary action -- consistent with the provisions of the current employee agreement, board of education policies, and local, state and federal law -- up to and including termination of employment and referral to law enforcement authorities for prosecution.

CROSS REFERENCE: GBK, JFCH, JFCHA, JFCG, & Employee Handbooks
LEGAL REFERENCE: Drug Free Workplace Act of 1988, 34 CFR Part 85, Subpart F (Regulations Implementing Drug Free Workplace Act)
Chapter 961, Wisconsin Statutes, Section 125.02