

Drug-Free Workplace

As a condition of employment with the Glide School District, all employees are required to abide by the terms of Board policy GBEC and any implementing administrative rules. Such rules must be consistent with the policy and the parties' collective bargaining agreements.

When an employee voluntarily enters a substance abuse program, the district will support the rehabilitation effort by providing unpaid leave or accumulated paid sick leave, vacation leave, or other leave, if necessary, as applicable under law and collective bargaining agreements, to further the employee's rehabilitative effort. When a treatment provider releases an employee for return to work, the district will reinstate the employee to a position in the district. The district may require certification from a medical doctor to verify that an employee does not pose a danger to students, fellow employees, or the public. The employee shall provide the district with a signed release indicating that the district may obtain information from the treatment provided about the frequency of the employee's attendance in the treatment program and any follow-up care. Failure of the employee to adhere to the treatment program may result in a refusal to reinstate the individual and/or disciplinary action, including possible dismissal.

Where there is reasonable cause to believe that an employee is under the influence of alcohol, illegal drugs, or a controlled substance, or has ingested alcohol, illegal drugs, or a controlled substance at the workplace, the district may, as part of its investigation, require the employee to be examined by a physician for the purpose of determining whether the employee is fit for duty. The employee may be asked to divulge to the physician information about any prescribed medication which the employee is taking that may affect the employee's work performance or test results. The district will pay all costs of such an examination and provide the necessary paid release time.

If the medical doctor causes the employee to be tested for drugs or alcohol, he or she shall, at district expense, require that a second confirmatory test be conducted from the same sample, and it also must be positive before concluding that an employee's body contains such substance(s). The confirmatory test must be gas chromatography/mass spectroscopy (GC/MS) test. The doctor shall be certain that the tests are conducted by two different laboratories, both meeting high standards of performance in terms of precision, accuracy, sensitivity, specificity, limit of detection, and cutoff point. No test results shall be released by the doctor to the district until a confirmatory test has been completed. The employee shall also be permitted to conduct an independent test at his or her own expense at a laboratory approved by the district. The doctor shall communicate the test results to a single individual designated by management to receive them.

The district shall request that the doctor submit a written opinion with respect to whether or not the employee is fit to perform his or her duties at the district. Should an employee's personal doctor submit a conflicting medical opinion, the district's doctor and the employee's doctor shall select a third impartial doctor to issue a conclusive medical opinion on which the district shall base any action. The district will pay for the cost of an examination by the impartial doctor.

It is within the discretion of the district to search district property and equipment for evidence of violation of this policy and these administrative rules.

If the district's investigation determines that an employee has violated this policy or administrative rules, regardless of whether the employee has been charged or convicted of criminal activity, the district retains the discretion to take appropriate disciplinary action(s), including possible reprimand, suspension, or termination of employment.

Disciplinary action short of termination may include a requirement that the employee obtain a drug/alcohol abuse assessment, participate in a drug/alcohol abuse treatment program, and provide a release from the treatment provider which is sufficient to permit the district to determine that the employee is attending all scheduled meetings in connection with the treatment program. Failure to complete satisfactorily a treatment program and to comply with the terms of this policy may result in the employee's suspension or termination of employment.

Based on a "reasonable cause" search, evidence of criminal activity with respect to this substance abuse policy will result in the district referring the matter for prosecution.

The district reserves the right to require pre-employment drug and alcohol testing.

Through implementation of this policy, the district will strive in good faith to maintain a drug-free workplace and to fulfill the district's role in educating students and community concerning dangers of drug and alcohol abuse.