

Silver Falls School District 4J

Code: **GBEC-AR**
Adopted: 5/9/89-E
Readopted: 9/8/97; 12/11/00

Notice to Employees Engaged in Work on Federal Grants

YOU ARE HEREBY NOTIFIED that it is a violation of the policy of the Silver Falls School District 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 place where work on a school district federal grant is performed, including a school building or other school 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.

Employees are not to report to work unfit for duty due to or in relation to the use of intoxicants or any controlled substance. An individual is considered to be unfit for duty when, in the district(s) determination, present or past use of an intoxicant or controlled substance may impair the individual(s) ability to safely and/or efficiently perform assigned work, prevent the employee from presenting a positive role model to students or cause discredit to the district.

YOU ARE FURTHER NOTIFIED that it is a condition of your continued employment on any federal grant that you will comply with the above policy of the school district and will notify your supervisor of your conviction of any criminal drug statute for a violation occurring in the workplace, 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 non-renewed or his/her employment may be suspended or terminated, at the discretion of the Board.