

**TODD COUNTY SCHOOL DISTRICT
DRUG/ALCOHOL TESTING POLICY**

Notice To All Employees

YOU ARE HEREBY NOTIFIED that it is a violation of policies of this school district for any employee to unlawfully manufacture, distribute, dispense, be under the influence of, 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 the Controlled Substance Act and as further defined by regulation 21 CFR 1300.11 through 1300.15.

“Workplace” is defined as the site for the performance of work done for the district. That includes any place where work on a school district program, project or activity is performed, including a school building or other school premises; any school owned vehicle or any other school approved vehicle use 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.

YOU ARE FURTHER NOTIFIED that it is a condition of your continued employment with this district that you will comply with the policies of the school district and will notify your supervisor of your conviction of any criminal drug statute for a violation no later than five days after such conviction.

An employee who violates the terms of the school district’s drug free workplace policies may be non-renewed or his/her employment may be suspended or terminated. As an alternative the superintendent or designee may choose that an employee who violates the terms of the school district’s drug free workplace policies shall satisfactorily participate in a drug/alcohol abuse assistance or rehabilitation program approved by the board. If the employee fails to satisfactorily participate in such program, the employee shall be non-renewed or his/her employment may be suspended or terminated.

APPROVED: November 23, 2009

REVIEWED: August 24, 2015