

Lancaster Community School District

Personnel

ALCOHOL AND OTHER DRUG FREE WORKPLACE

The Lancaster Community School District shall make a good faith effort to maintain an alcohol and drug free workplace for all employees.

This policy prohibits all employees from using drugs and alcohol in the workplace. Therefore, the following activities and conduct by employees are strictly prohibited:

1. The manufacturing, distribution, dispensing, possession or use of a non-prescribed controlled substance or alcohol on school premises, including all school owned vehicles, or while in/at a school-sponsored activity or extracurricular activity on or off school premises.

Academic required usage shall be defined in advance and approved in writing by the building principal.

2. Being at work or at a school activity while under the influence of an intoxicant.

Disciplinary actions taken against employees in violation of this policy may include non-renewal, suspension and/or termination in accordance with provisions of the current employee agreement, or other procedures established by the Board, and may include prosecution in accordance with the law.

In addition, as a condition of employment, employees working under any federal grant received directly from the federal government shall abide by the terms of this policy and notify the District of any criminal drug statute conviction for a violation occurring in the workplace. This must be done no later than five days after conviction.

Bus Drivers

In addition to the above, school bus drivers are subject to requirements of the federal Omnibus Transportation Employee Testing Act of 1991, as outlined in Board policy and procedures.

LEGAL REF.: Section 125.09 Wisconsin Statutes
 Chapter 961
 Drug-Free Workplace Act of 1988
 34 CFR Part 85, Subpart F (Regulations Implementing the Drug-Free
 Workplace Act)

Omnibus Transportation Employee Testing Act of 1991
49 C.F.R. Part 40
49 C.F.R. Part 382

CROSS REF.: 521.11, Alcohol and Other Drug Free Bus Drivers
522.3, Employee Assistance Program
LEA Agreement
LESP Agreement

APPROVED: July 12, 1995

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