

## **BREACH OF CONTRACT – HSD Policy – GBK**

If any licensed employee in any public school of this state shall arbitrarily or willfully breach his or her contract and abandon his or her employment without being released there from as provided in Section 37-9-55, the contract of such licensed employee shall be null and void. In addition thereto the license of such licensed employee may be suspended by the State Board of Education for a period of one (1) year as provided in Section 37-3-2(8) upon written recommendation of the majority of the members of this school board. MS Code § 37-9-57 (1997)

## **SUBSTANCE USE AND ABUSE - HSD Policy – GBRM-2**

It is the District's intention to maintain a drug free work environment that is safe for all employees. Whenever use or abuse of controlled substances (such as alcohol and illegal drugs) interferes with the workplace, appropriate action may be taken, including testing or discipline (up to and including termination) when warranted. School officials will cooperate fully with law enforcement in prosecution of drug violations occurring in the workplace.

“Workplace” is defined as the site for the performance of work done 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.

As a condition of employment, each employee shall abide by the terms of the school district policy respecting a drug-free workplace and shall report to work without any alcohol or illegal substances in their systems. The following is prohibited and are grounds for discipline including termination of employment:

- The unlawful manufacture, distribution, dispensation, possession, or use of any intoxicating beverage, intoxicant, illegal drug or controlled substance on the HSD premises or while conducting District-related activities off the HSD premises.
- Reporting for work or remaining on duty while under the influence of any intoxicating beverage or intoxicant; having any illegal drug or controlled substance at any detectable amount in your system.
- It is a violation of the District policy for any employee to use prescription drugs illegally, i.e., to use prescription drugs that have not been legally obtained or for a purpose other than as prescribed. However, nothing in this policy precludes the appropriate use of legally prescribed medications.
- Storage or transportation of any intoxicating beverages, intoxicants, illegal drugs, or controlled substances on HSD property is prohibited.

The above prohibitions do not include drugs taken according to a verifiable prescription and taken under the direction of a licensed physician. However, an employee who is taking prescription drugs or other medication, which may affect his or her work safety or the safety of others, must notify his or her supervisor before beginning work. Failure to report such medication may subject the employee to disciplinary action, up to and including termination.

It is a condition of continued employment that employees shall comply with the school board policy regarding a drug-free workplace and shall notify their supervisor of any conviction involving a controlled substance in the workplace no later than five (5) days after such conviction. In addition, an employee aware of a fellow employee's on-the-job drug use is required to notify the administrative office in charge of the drug user.

The HSD reserves the right to require drug/alcohol screens as a condition of continued employment if reasonable suspicion exists that an employee's work performance or safety is impaired by the use of drugs or alcohol. Specifically, authorized HSD representatives or agents may: 1) require employees to submit to testing for intoxicants as a condition of continued employment, and/or 2) conduct searches of personal effects, vehicles, lockers, desks and rooms for intoxicants and related paraphernalia as a condition of continued employment. Items discovered through such search may be turned over to law enforcement authorities.

Reasonable suspicion for believing an employee is under the influence or impaired by the use of an intoxicant includes, but is not limited to: abnormal conduct, appearance, behavior, speech or odor; detection of a prohibited substance in the area where an employee has been working; an unexplained decline in work performance or attendance; or a workplace accident or safety violation.

Additionally, drug testing may be conducted in conjunction with any medical treatment required as a result of an on-the-job injury.

### **DRUG FREE WORKPLACE – HSD Policy – GBRL**

No employee engaged in work with the Hollandale School District including those working in connection with a federal grant shall 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 to mean the site for the performance of work done with the Hollandale School District including those employed in connection with a federal grant. That includes any school building or any 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 or where work on a federal grant is performed.

As a condition of employment with the school district in any capacity including those engaged in performance of a federal grant, shall notify his or her supervisor of his or her conviction of any criminal drug statute for a violation occurring in the workplace as defined above, no later than 5 days after such conviction.

As a condition of employment with the school district in any capacity, each employee shall abide