

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.