

Gervais School District 1

Code: **GBEC-AR**
Adopted: 12/20/90
Revised/Readopted: 7/15/93, 10/17/02

Notice to Employees Engaged in Work on Federal Grants or Contracts of \$100,000 or More

YOU ARE HEREBY NOTIFIED that it is a violation of the policy of the Gervais School District for any employee to unlawfully manufacture, distribute, dispense, possess or use 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. Section 812) and as further defined by regulation at 21 CFR 1308.11 through 1308.15.

“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.

YOU ARE FURTHER NOTIFIED that it is a condition of your continued employment in connection with any direct federal grant or contract of \$100,000 or more that you will comply with the above policy of the district and will notify your supervisor of your conviction of any criminal drug statute based on conduct occurring in the workplace, no later than 5 days after such conviction.

Any employee who violates the terms of the school district’s drug-free workplace policy may have his/her employment suspended, his/her contract non-renewed or be dismissed, at the discretion of the Board.