

March 26, 2024

TO: ALL STAFF MEMBERS
FROM: Dr. Kimberly Headrick, Superintendent
RE: Drug-Free Workplace Requirements

As a mandate from the U.S. Department of Education Public Law 874 Impact Aid Program and in keeping with the Drug-Free Workplace Act of 1988, 34CFR Part 85, Subpart F, as published in the Federal Register, every school district that receives funds must attest that it certifies a drug-free workplace. As a part of our annual Impact Aid application, I have done this. By doing so I have certified that our district will maintain a drug-free workplace and will so enforce WAC 180-44-060 Regulatory provisions relating to Drugs and Alcohol - Use is cause for dismissal and Medical Lake School District Policy No. 5281 as it relates to disciplinary action and discharge for such a violation.

The Medical Lake School District recognizes its responsibility to maintain a drug-free workplace. In recognition of that responsibility and in order to be in compliance with the Drug-Free Workplace Act of 1988, no employee engaged in work shall unlawfully manufacture, distribute, dispense, possess or use on or in any approved school district building, premises, assigned work location, or vehicle any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, or any other controlled substance.

As a condition of employment each employee shall abide by the terms of the Medical lake School District policy respecting a drug-free workplace.

An employee who violates the terms of this policy may be suspended, discharged, or nonrenewed in accordance with the provisions of board policy and state law.

Any employee may be required to satisfactorily complete a drug rehabilitation or treatment program approved by the superintendent or designee, at the employee's expense. Nothing in this policy shall be construed to guarantee reinstatement of any employee who violates this policy, nor does the Medical Lake School District incur any financial obligation for treatment or rehabilitation ordered as a condition of eligibility for reinstatement.