



SECTION V: EMPLOYEES

POLICY 5380

USE OF ALCOHOL, DRUGS AND CONTROLLED SUBSTANCES BY EMPLOYEES

Student and employee safety is of paramount concern to the Board of Education. Employees under the influence of alcohol, drugs, or controlled substances are a serious risk to themselves, to students, and to other employees. The Board of Education hereby commits itself to a continuing good faith effort to maintain an alcohol, drug and illegal chemical substance free workplace.

Use, possession, dispensing, manufacture, sale or distribution or conspiring to sell, distribute, being in the chain of sale or distribution, or being under the influence of a controlled substance, alcoholic beverage, or low-point beer (as defined by Oklahoma law, i.e., 3.2 beer), in any of the School District's facilities, on School District property (including vehicles) or at a School District sponsored function or event by a School District employee is prohibited. Violation of the prohibitions stated herein shall result in disciplinary action, which may include dismissal or non renewal of employment. Violations which constitute criminal acts will be referred for prosecution.

Each employee of this school district is hereby notified that, as a condition of employment, the employee must abide by the terms of this policy, and will notify the superintendent of any criminal drug statute conviction (including a plea of nolo contendere) for a violation occurring in or on the premises of this school district, or while engaged in regular employment. Such notification must be made by the employee to the superintendent no later than five days after conviction. The superintendent will provide notice of such violation to the Impact Aid Program, United States Department of Education, or other appropriate government agency within ten (10) days after the superintendent receives such notification.

Following receipt of the above notification, the district will take appropriate disciplinary action which may include dismissal or non-renewal of employment, or require the employee to participate satisfactorily (as defined by the health care professional in charge of the employee's rehabilitation) in a drug abuse assistance or rehabilitation program.

In accordance with guidelines and criteria established by Oklahoma's State Superintendent of Public Instruction, the State Department of Education, and the Oklahoma Drug and Alcohol Abuse Policy Board, the district shall also provide training or workshops on alcohol and drug abuse. These trainings or workshops shall be completed the first year a certified teacher is employed by a school district, and then a minimum once every fifth academic year.

This policy shall be communicated in writing to all present and future employees.

Reference: Drug Free Workplace Act of 1988; OKLA. STAT. tit. 70. § 1210.229-5

Source: *Broken Arrow Board of Education policy adoption, August 20, 1990.*
Broken Arrow Board of Education policy revised, November 7, 1994.
Broken Arrow Board of Education policy revised, July 13, 2009.
Broken Arrow Board of Education policy revised, November 6, 2023.