

Drug-Free Workplace/Drug-Free Schools Policy

The MicroSociety Academy Charter School Foundation (the “School”) will provide a drug-free workplace and school in accordance with the Drug-Free Schools and Communities Act of 1988 and Amendments of 1989 (41 USC Section 701 Et. Seq.).

A. Drug-Free Workplace Policy

1. All School workplaces are drug- and alcohol-free. All employees and contracted personnel are prohibited from:

- a. Unlawfully manufacturing, dispensing, distributing, possessing, using, or being under the influence of any controlled substance or drug while on or in the workplace, including employees possessing a "medical marijuana" card.

- b. Distributing, consuming, using, possessing, or being under the influence of alcohol while on or in the workplace.

2. For purposes of this policy, a "controlled substance or drug" means and includes any controlled substance or drug defined in the Controlled Substances Act, 21 U.S.C. § 812(c), or New Hampshire Controlled Drug Act RSA 318-B.

3. For purposes of this policy, "workplace" shall mean the site for the performance of work and will include at a minimum any School building or grounds owned or operated by the School, any school-owned vehicle, and any other school-approved vehicle used to transport students to and from school or school activities. It shall also include 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, care or control of the School.

4. As a condition of employment, each employee and all contracted personnel will:

a. Abide by the terms of this policy respecting a drug- and alcohol-free workplace, including any administrative rules, regulations or procedures implementing this policy; and

b. Notify their supervisor of their conviction under any criminal drug statute, for a violation occurring on School premises or while performing work for the School, no later than five (5) days after such conviction.

5. In order to make employees aware of dangers of drug and alcohol abuse, the School will:

a. Provide each employee with a copy of the School drug- and alcohol-free workplace policy;

b. Post notice of the School drug- and alcohol-free workplace policy in a place where other information for employees is posted;

c. Establish a drug-free awareness program to educate employees about the dangers of drug abuse and drug use in the workplace, the specifics of this policy, including, the consequences for violating the policy, and any information about available drug and alcohol counseling, rehabilitation, reentry, or other employee-assistance programs.

B. School Action Upon Violation of Policy

An employee who violates this policy may be subject to disciplinary action; up to and including termination of employment. Alternatively, the Board may require an employee to successfully complete an appropriate drug- or alcohol-abuse, employee-assistance rehabilitation program.

The Board will take disciplinary action with respect to an employee convicted of a drug

offense in the workplace, within thirty (30) days of receiving notice of a conviction. Should School employees or contracted personnel be engaged in the performance of work under a federal contract or grant, or under a state contract or grant, the Executive Director will notify the appropriate state or federal agency from which the School receives contract or grant moneys of an employee/contracted personnel's conviction, within ten (10) days after receiving notice of the conviction.

The processes for disciplinary action shall be those provided generally to other misconduct for the employee/contractor personnel as may be found in applicable collective bargaining agreements, individual contracts, School Board policies, contractor agreements, and or governing law. Disciplinary action should be applied consistently and fairly with respect to employees of the School and/or contractor personnel as the case may be.

C. Drug-Free School Zone

Pursuant to New Hampshire's "Drug-Free School Zone" law (RSA Chapter 193-B), it is unlawful for any person to manufacture, sell prescribe administer, dispense, or possess with intent to sell, dispense or compound any controlled drug or its analog, within a "drug-free school zone". The Executive Director is directed to assure that the School is and remains in compliance with the requirements of RSA 193-B, I, and N.H. Ed. Part 316 with respect to establishment, mapping and signage of the drug-free zone around each school of the School.

D. Implementation and Review

a. The Executive Director is directed to promulgate administrative procedures and rules necessary and appropriate to implement the provisions of this policy.

b. In order to maintain a drug-free workplace, the Executive Director will perform a biennial review of the implementation of this policy.

The review shall be designed to

- (i) determine and assure compliance with the notification requirements of section A.5.a and b;
- (ii) determine the effectiveness of programs established under paragraph A.5.c above;
- (iii) ensure that disciplinary sanctions are consistently and fairly enforced; and
- (iv) and identify any changes required, if any.

Board Review/ Reading: December 13, 2023

Board Approval: December 13, 2023

Legal References:

- 41 U.S.C. §101, et. Seq. - Drug-free workplace requirements for Federal contractors, and Federal grant recipients
- RSA Chapter 193-B Drug Free School Zones