



SCHOOL BOARD ACTION REPORT

DATE: March 20, 2017
FROM: Dr. Larry Nyland, Superintendent
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For Intro: June 28, 2017
For Action: July 5, 2017

1. TITLE

Amending Policy No. 5201, Drug-Free Schools, Community and Workplace

2. PURPOSE

This Board action amends Policy No. 5201, Drug-Free Schools, Community and Workplace, to shift the focus of one section of the policy from the reporting of specific medication use to the mitigating adverse impact of such use on the work environment.

3. RECOMMENDED MOTION

I move that the School Board amend Board Policy No. 5201 Drug-Free Schools, Community and Workplace, as attached to the Board Action Report.

4. BACKGROUND INFORMATION

- a. **Background** The changes proposed cover a section of the policy that deals with staff who take drugs or medication that may adversely affect the staff member's ability to perform work safely. The current language requires staff to report the use of medication that may have such adverse effects. The proposed language shifts the focus from reporting the use of the drugs to taking the appropriate steps to avoid unsafe workplace practices.
- b. **Alternatives** The Board may choose not to implement this policy change. This is not recommended as the proposed language appropriately shifts the focus from the employee's medications to the impact on the work environment.
- c. **Research** WSSDA Policy News, December 2015

5. FISCAL IMPACT/REVENUE SOURCE

Fiscal impact to this action will be ___N/A_____.

The revenue source for this motion is ___N/A_____.

Expenditure: One-time Annual Multi-Year N/A

Revenue: One-time Annual Multi-Year N/A

6. COMMUNITY ENGAGEMENT

With guidance from the District’s Community Engagement tool, this action was determined to merit the following tier of community engagement:

- Not applicable
- Tier 1: Inform
- Tier 2: Consult/Involve
- Tier 3: Collaborate

Human Resources consulted with our district’s labor partners, who were agreeable to this policy change.

7. EQUITY ANALYSIS

Not applicable

8. STUDENT BENEFIT

Policy language that focuses on and emphasizes the importance a safe work environment benefits both district employees and students.

9. WHY BOARD ACTION IS NECESSARY

- Amount of contract initial value or contract amendment exceeds \$250,000 (Policy No. 6220)
- Amount of grant exceeds \$250,000 in a single fiscal year (Policy No. 6114)
- Adopting, amending, or repealing a Board policy
- Formally accepting the completion of a public works project and closing out the contract
- Legal requirement for the School Board to take action on this matter
- Board Policy No. _____, [TITLE], provides the Board shall approve this item
- Other: _____

10. POLICY IMPLICATION

If approved, this motion would amend Policy No. 5201, Drug-Free Schools, Community and Workplace, to clarify language as reflected in the attached policy revision.

11. BOARD COMMITTEE RECOMMENDATION

This motion was discussed at the A&F Committee meeting on April 18, 2017 and again on June 8, 2017. The Committee reviewed the motion and moved the item forward with a recommendation for approval by the full Board.

12. TIMELINE FOR IMPLEMENTATION

Upon approval of this motion, Policy No. 5201 will be amended and the new versions of the policies will be posted online.

13. ATTACHMENTS

- Board Policy No. 5201, Drug-Free Schools, Community and Workplace – clean (for approval)
- Board Policy No. 5201, Drug-Free Schools, Community and Workplace – tracked changes (for reference)