

GAMA Drug-Free Workplace

7/19/12

The Cobb County Board of Education (Board) recognizes that its employees are the Cobb County School District's (District) most valuable resource, and for that reason, their health and safety are of paramount concern. The Board recognizes that a drug-free work force encourages productivity and promotes the accomplishment of the District's mission and goals.

Because substance abuse, at work or away from work, can seriously endanger the safety of employees and render them incapable of supplying top quality service, the District shall establish a program to detect users and remove abusers of alcohol, drugs, or other controlled substances. This program shall include drug and alcohol testing of employees reasonably suspected of reporting to work under the influence of such substances and employees who are injured on the job.

In accordance with the federal Drug-Free Schools and Communities Act Amendments of 1989 and Drug-Free Workplace Act of 1988 and the Georgia Drug-Free Public Work Force Act of 1990, it is unlawful to manufacture, distribute, dispense, possess, or use alcohol or a controlled substance, marijuana, or dangerous drug in the workplace at any time for all school system employees. Drug related offenses may result in discipline including suspension and termination as provided for in the Georgia Drug Free Public Workforce Act.

The Superintendent shall establish and maintain procedures as needed to meet these requirements and implement this policy.

Adopted: 7/19/12

Legal Reference:

O.C.G.A. 45-23-0006	Drug-free Public Work Force Act of 1990-Additional or more stringent sanctions authorized
O.C.G.A. 45-23-0008	Drug-free Public Work Force Act of 1990-Administrative Procedures
O.C.G.A. 45-23-0007	Drug-free Public Work Force Act of 1990-Continuance of employment for drug user; requirements and procedure
O.C.G.A. 45-23-0002	Drug-free Public Work Force Act of 1990-Legislative finding and declaration
O.C.G.A. 45-23-0003	Drug-free Public Work Force Act of 1990-Definitions
O.C.G.A. 45-23-0004	Drug-free Public Work Force Act of 1990-Suspension or termination of public employee convicted of drug offense
O.C.G.A. 45-23-0005	Drug-free Public Work Force Act of 1990-Ineligibility for public employment of person convicted of drug offense
O.C.G.A. 26-05-0001	Drug Abuse Treatment and Education Act-Short Title
O.C.G.A. 20-02-0011	State Board of Education - budget, supervision of DOE, funding
O.C.G.A. 20-02-1121	Bus drivers subject to random alcohol/drug testing
O.C.G.A. 20-02-0940	Grounds/procedure for terminating or suspending contract of employment (Fair Dismissal law)
Rule 160-5-3-.15	Alcohol and Controlled Substances Testing
41 USC 702	Requirements for federal grant recipients
41 USC 703	Employee Sanctions and Remedies
21 USC 812	Schedules of controlled substances
41 USC 701	Drug-free workplace requirements for Federal contractors