

**GRIZZLY CHALLENGE CHARTER SCHOOL
P.O. BOX 3209
SAN LUIS OBISPO, CA 93403-3209**

POLICY #4319 - DRUG FREE WORKPLACE

It is the intent of the Grizzly Challenge Charter School to provide for its employees a drug-free workplace. In order to implement and vigorously enforce Policy #4319, the Grizzly Challenge Charter School shall take the following steps to ensure that during working hours employees are free from the effects of drug use and that drugs are not permitted on the charter school premises. A drug-free workplace is essential to maintaining the safety and efficiency of school operations, and the health and safety of employees, students and the public.

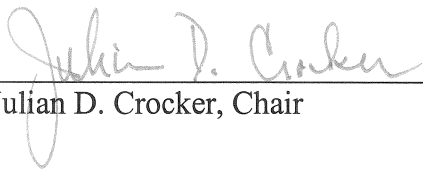
1. The Charter School principal or his/her designee shall post at each charter school site and provide each employee with a notice that the unlawful manufacture, distribution, dispensing, possession, or use of controlled substances is prohibited in the workplace. This notice shall also:
 - a. Include a statement of possible disciplinary action, up to and including discharge, for violation of the policy. The discipline shall be in accordance with the Grizzly Challenge Charter School and the San Luis Obispo County Office of Education Policies on discipline, the Education Code, and applicable collective bargaining agreements;
 - b. Inform employees of the availability of drug counseling, rehabilitation, and employee assistance programs;
 - c. Inform employees that as a condition of employment, each employee must abide by the terms of this policy and notify the charter school within five (5) days of any criminal drug statute conviction for a violation occurring in the workplace;
 - d. Notify employees of the charter school's policy of maintaining a drug-free workplace;
 - e. Inform employees of the dangers of drug abuse in the workplace, including, but not limited to, threats to the health and safety of employees, students, and the public.
2. The Charter School principal or his/her designee shall notify federal agencies with whom contracts are held or from whom grants are received within ten (10) days of receiving notice that an employee has been convicted of a criminal drug statute for a violation occurring in the workplace.

3. The Charter School principal or his/her designee shall, within thirty (30) days of notification of the conviction of an employee for a criminal drug statute violation occurring in the workplace, take appropriate disciplinary action against the employee up to and including discharge.

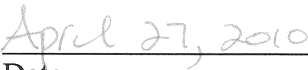
As used in this policy, "drug" and "drugs" refer to controlled substances as defined by State and Federal law.

Nothing in this policy affects or limits the Grizzly ChalleNGe Charter School Board of Director's duty in the event of a conviction for a controlled substance offense as provided in Education Code Sections 44940 and 45123.

APPROVED BY the Grizzly ChalleNGe Charter School Board of Directors



Julian D. Crocker, Chair



Date