



## 418 DRUG-FREE WORKPLACE / DRUG-FREE SCHOOL

### I. PURPOSE

The purpose of this policy is to maintain a safe and healthful environment for employees and students by prohibiting the use of alcohol, toxic substances, **medical cannabis, nonintoxicating cannabinoids, (edible cannabinoid products)**, and controlled substances without a physician's prescription.

### II. GENERAL STATEMENT OF POLICY

- A. Use **or possession** of controlled substances, toxic substances, **medical cannabis, non intoxicating cannabinoids, edible cannabinoid products** and alcohol before, during, or after school hours, at school or in any other school location, is prohibited as general policy. Paraphernalia associated with controlled substances is prohibited.
- B. It shall be a violation of this policy for any student, teacher, administrator, other school district personnel, or member of the public to use **or possess** alcohol, toxic substances, **medical cannabis, nonintoxicating cannabinoids, (including edible cannabinoid products)**, or controlled substances in any school location.
- C. **An individual may not use or possess cannabis flower, cannabis products, lower-potency hemp edibles, or hemp-derived consumer products in a public school, as defined in Minnesota Statutes, section 120A.05, subdivisions 9, 11, and 13, including all facilities, whether owned, rented, or leased, and all vehicles that the school district owns, leases, rents, contracts for, or controls.**
- D. The school district will act to enforce this policy and to discipline or take appropriate action against any student, teacher, administrator, school personnel, or member of the public who violates this policy.

### III. DEFINITIONS

- A. "Alcohol" includes any alcoholic beverage **containing more than one-half of one percent alcohol by volume.**  ~~; malt beverage, fortified wine, or other intoxicating liquor.~~
- B. "Controlled substances" include narcotic drugs, hallucinogenic drugs, amphetamines, barbiturates, marijuana, anabolic steroids, or any other controlled substance as defined in Schedules I through V of the Controlled Substances Act, 21

U.S.C. § 812, including analogues and look-alike drugs.

- C. “Edible cannabinoid product” means any product that is intended to be eaten or consumed as a beverage by humans, contains a cannabinoid in combination with food ingredients, and is not a drug.
- D. “Nonintoxicating cannabinoid” means substances extracted from certified hemp plants that do not produce intoxicating effects when consumed by injection, inhalation, ingestion, or by any other immediate means
- E. “Medical cannabis” means any species of the genus cannabis plant, or any mixture or preparation of them, including whole plant extracts and resins, and is delivered in the form of: (1) liquid, including, but not limited to, oil; (2) pill; (3) vaporized delivery method with use of liquid or oil but which does not require the use of dried leaves or plant form; (4) combustion with use of dried raw cannabis; or (5) any other method approved by the Commissioner of the Minnesota Department of Health (“Commissioner”).
- F. “Possess” means to have on one’s person, in one’s effects, or in an area subject to one’s control.
- G. “School location” includes any school building or on any school premises; in any school-owned vehicle or in any other school-approved vehicle used to transport students to and from school or school activities; off school property at any school-sponsored or school-approved activity, event, or function, such as a field trip or athletic event, where students are under the jurisdiction of the school district; or during any period of time such employee is supervising students on behalf of the school district or otherwise engaged in school district business.
- H. “Sell” means to sell, give away, barter, deliver, exchange, distribute or dispose of to another, or to manufacture; or to offer or agree to perform such an act, or to possess with intent to perform such an act.
- I. “Toxic substances” includes glue, cement, aerosol paint, containing toluene, benzene, xylene, amyl nitrate, butyl nitrate, nitrous oxide, or containing other aromatic hydrocarbon solvents, but does not include glue, cement, or paint contained in a packaged kit for the construction of a model automobile, airplane, or similar item; (2) butane or a butane lighter; or (3) any similar substance declared to be toxic to the central nervous system and to have a potential for abuse, by a rule adopted by the Commissioner or other substances used or possessed with the intent of inducing intoxication or excitement of the central nervous system.
- J. “Use” includes to sell, buy, manufacture, distribute, dispense, possess, use, or be under the influence of or consume in any manner, including, but not limited to, consumption by injection, inhalation, ingestion, or by any other immediate means. ~~alcohol and/or controlled substances, whether or not for the purpose of receiving remuneration or consideration.~~

#### IV. EXCEPTIONS

- A. It shall not be a violation of this policy for a person to bring onto a school location, for such person's own use, a controlled substance, **except medical cannabis, nonintoxicating cannabinoids, or edible cannabinoid products,** which has a currently accepted medical use in treatment in the United States and the person has a physician's prescription for the substance. The person shall comply with the relevant procedures of this policy.
- B. It shall not be a violation of this policy for a person to possess an alcoholic beverage in a school location when the possession is within the exceptions of Minn. Stat. § 624.701, Subd. 1a (experiments in laboratories; pursuant to a temporary license to sell liquor issued under Minnesota laws or possession after the purchase from such a temporary license holder).
- C. **A violation of this policy does not occur when a person uses or possesses a toxic substance unless they do so with the intent of inducing or intentionally aiding another in inducing intoxication, excitement, or stupefaction of the central nervous system, except under the direction and supervision of a medical doctor.**

#### V. ENFORCEMENT

##### A. Students

1. A student who violates the terms of this policy shall be subject to discipline in accordance with the school district's discipline policy. Such discipline may include suspension or expulsion from school.
2. The student may be referred to a drug or alcohol assistance or rehabilitation program and/or to law enforcement officials when appropriate.

##### B. Employees

1. As a condition of employment, **in any federal grant, each employee** ~~all employees~~ who ~~is~~ **are** engaged either directly or indirectly in performance of a federal grant shall abide by the terms of this policy and shall notify his or her supervisor in writing of his or her conviction of any criminal drug statute for a violation occurring in any of the places listed above on which work for the school district **federal grant** is performed, no later than five (5) calendar days after such conviction. **Conviction means a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes.**

2. An employee who violates the terms of this policy is subject to disciplinary action, including nonrenewal, suspension, termination, or discharge as deemed appropriate by the School Board.
3. In addition, any employee who violates the terms of this policy may be required to satisfactorily participate in a drug and/or alcohol abuse assistance or rehabilitation program approved by the school district. Any employee who fails to satisfactorily participate in and complete such a program is subject to nonrenewal, suspension, or termination as deemed appropriate by the School Board.
4. Sanctions against employees, including nonrenewal, suspension, termination, or discharge shall be pursuant to and in accordance with applicable statutory authority, collective bargaining agreements, and school district policies.

C. The Public

A member of the public who violates this policy shall be informed of the policy and asked to leave. If necessary, law enforcement officials will be notified and asked to provide an escort.

**Legal References:** *Minn. Stat. § 120B.215 (Education on Cannabis Use and Substance Use)*

*Minn. Stat. § 121A.22 (Administration of Drugs and Medicine)*

*Minn. Stat. § 121A.40-§ 121A.56 (Pupil Fair Dismissal Act)*

*Minn. Stat. § 151.72 (Sale of Certain Cannabinoid Products)*

*Minn. Stat. § 152.01, Subd. 15a (Definitions)*

*Minn. Stat. § 152.0264 (Cannabis Sale Crimes)*

*Minn. Stat. § 152.22, Subd. 6 (Definitions; Medical Cannabis)*

*Minn. Stat. § 152.23 (Limitations; Medical Cannabis)*

*Minn. Stat. § 169A.31 (Alcohol-Related School Bus or Head Start Bus Driving)*

*Minn. Stat. § 340A.101 (Definitions; Alcoholic Beverage)*

*Minn. Stat. § 340A.403 (3.2 Percent Malt Liquor Licenses)*

*Minn. Stat. § 340A.404 (Intoxicating Liquor; On-Sale Licenses)*

*Minn. Stat. § 342.09 (Personal Adult Use of Cannabis)*

*Minn. Stat. § 342.56 (Limitations)*

*Minn. Stat. § 609.684 (Abuse of Toxic Substances)*

*Minn. Stat. § 624.701 (Alcohol in Certain Buildings or Grounds)*

*20 U.S.C. § 7101-7122 (Student Support and Academic Enrichment Grants)*

*21 U.S.C. § 812 (Schedules of Controlled Substances)*

*41 U.S.C. §§ 8101-8106 (Drug-Free Workplace Act)*

**Cross References:** MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)

MSBA/MASA Model Policy 416 (Drug and Alcohol Testing)  
MSBA/MASA Model Policy 417 (Chemical Use and Abuse)  
MSBA/MASA Model Policy 506 (Student Discipline)  
MSBA/MASA Model Policy 516 (Student Medication)

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