EXHIBIT-4020

DRUG, TOBACCO, AND ALCOHOL-FREE WORKPLACE

Note: Although the passage AS 17.38 authorizes the use of marijuana under certain conditions, it explicitly recognizes the authority of employers to prohibit the use, consumption, possession, transfer, display, transportation, sale, or growing of marijuana in the workplace. Additionally, AS 17.38 does not prevent employers from establishing policies that restrict the use of marijuana by employees. AS 17.38.120(a). Further, as a recipient of federal funds, the district is obligated to maintain a drug-free workplace consistent with federal law, which prohibits the manufacture, sale, distribution, or possession of marijuana. For purposes of the district's policy and legal obligation, marijuana is prohibited.

You are hereby notified that it is a violation of School Board policy for any employee at a school district workplace to unlawfully manufacture, distribute, dispense, possess, use, or be under the influence of any alcoholic beverage, marijuana, drug, or controlled substance as defined in the Controlled Substances Act and Code of Federal Regulations.

In addition, employees are to maintain a tobacco-free workplace and may not possess or use tobacco, in any form, on any school district workplace.

"School district workplace " is defined as any place where school district work is performed, including a school building or other school premises, any school-owned or school-approved vehicle used to transport students or employees to and from schools or school activities; any off-school sites when accommodating a school-sponsored or school-approved activity or function, such as a field trip or athletic event, where students are under district jurisdiction; or during any period of time when an employee is supervising students on behalf of the district or otherwise engaged in district business.

Employees are required to notify the employer no later than five days following a conviction for any criminal drug or alcohol-related offense, regardless of whether the offense occurs in the workplace.

I have received a copy of Board Policy 4020, Drug, Tobacco and Alcohol-Free Workplace and agree to abide by the terms of this policy.

_____ _____

Signature Date

_____

Printed Name

Adopted as an Exhibit: April 15, 2013
Revised: September 23,2019
Reviewed: September 16, 2024
Revised: June 19, 2026