BIBB COUNTY SCHOOL DISTRICT

Dr. Dan A. Sims, Superintendent

INFORMATION MEMORANDUM

To: Board of Public Education for Bibb County ("Board")
Dr. Dan A. Sims, Superintendent

From: Dr. LaToya Smith, Assistant Superintendent of Human Resources
Sherry H. Culves, Parker Poe Adams & Bernstein LLP

Subject: Policy GAMA: Drug-Free Workplace **(First Reading)**

Summary

The District is presenting Policy GAMA: Drug-Free Workplace for First Reading.

Background

Policy GAMA

The proposed revisions to Policy GAMA include:

- Clarifying defined terms;
- Expressly listing the prohibited activities regarding drugs in the workplace;
- Updating the statutory language related to the application of employee rights granted by the policy pursuant to O.C.G.A. § 45-23-7; and
- Clarifying non-substantive edits.

Regulation GAMA-R(1)

The proposed revisions to GAMA-R(1) narrow the testing triggers for each basis on which an employee may be subject to drug and alcohol testing under the Georgia Drug-Free Workplace Program, as set forth in O.C.G.A. § 34-9-415.

Additional proposed revisions include:

- Revising verbiage related to random testing, as that provision applies exclusively to employees in a safety sensitive position, which is covered in policy GCRA; and
- Clarifying non-substantive edits.

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Next Steps

Policy: The District will post Policy GAMA: Drug-Free Workplace for First Reading on Simbli to receive input from Board members and stakeholders for 30 days. The policy will be brought to the next board meeting for second reading and final Board adoption and approval.

Regulation: The Board is requested to provide District administration with feedback regarding revisions to Regulation GAMA-R(1). The administration will then make any additional changes based on feedback from the Board. The regulation will be adopted by the administration and posted on Simbli.

Superintendent's Comments and Approval:

Superintendent's Signature	Approved / Not Approved
Dr. Dan A. Sims	Approved