Exhibit 1: Drug and Alcohol Policy Notice to Employees

NOTICE: The following notice shall be provided to all Employees of the District.

YOU ARE HEREBY NOTIFIED that it is a violation of the policy of the School District for any employee to distribute, dispense, possess, use or be under the influence of any alcoholic beverage, malt beverage or fortified wine or other intoxicating liquor or to unlawfully manufacture, distribute, dispense, possess or use or be under the continued influence of any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, anabolic steroid or any other controlled substance, as defined in the Utah Controlled Substances Act, schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. § 812) and as further defined by regulation at 21 CFR § 1300.01 et seq., before, during or after school hours at school or in any other school district location as defined below. “School district location” means in any school building and on any school premises; on 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. YOU ARE FURTHER NOTIFIED that if you are engaged either directly or indirectly in work on a federal grant, it is a condition of your continued employment on any such federal grant that you shall abide by the terms of the school district policy on alcohol and drugs and will notify your supervisor in writing of your conviction of any criminal drug statute for a violation occurring in any of the places listed above on which work on a school district federal grant is performed, no later than five (5) calendar days after such conviction. Any employee who violates the terms of the school district’s drug and alcohol policy may be non-renewed or his or her employment may be suspended or terminated, at the discretion of the board. In the alternative, any employee who violates the terms of the school district’s drug and alcohol policy shall satisfactorily participate in a drug abuse assistance or rehabilitation program approved by the board. If such employee fails to satisfactorily participate in such program, the employee shall be non-renewed or his or her employment may be suspended or terminated, at the discretion of the board.

41 U.S.C. § 8103(a)(1) 41 U.S.C. § 8104 29 CFR § 94.205 29 CFR § 94.225 34 CFR § 84.205 34 CFR § 84.225

DAG Exhibit 1-1 - Millard Local Notice Supplement: Prescription Drug Use

Prescription drugs, including controlled substances in Schedules II through V, used by employees during school time must be taken according to the prescription and must not impair the employee's performance or judgment.

Source: MSD Policy 4330, approved 2024.