

THE SCHOOL DISTRICT OF OSCEOLA COUNTY, FLORIDA

817 Bill Beck Boulevard • Kissimmee • Florida 34744-4492
Phone: 407-870-4600 • Fax: 407-870-4010 • www.osceolaschools.net

SCHOOL BOARD MEMBERS

- District 1 – Teresa “Terry” Castillo – Vice Chair
407-577-5022
- District 2 – Julius Melendez
321-442-2862
- District 3 – Jon Arguello
407-433-9082
- District 4 – Heather Kahoun - Chair
689-241-7822
- District 5 – Scott Ramsey
321-402-9145



Superintendent of Schools
Dr. Mark Shanoff

Chief Human Resources Officer
Dr. Karyle Green

Employee Relations Manager
Sadaris R. Cheatham

Notice of Alcohol and Drug-Free Workplace Policy

The School District of Osceola County, Florida, maintains an alcohol and drug-free workplace per [Osceola County School Board Rule 6.33 – Alcohol and Drug-Free Workplace](#).

If an employee believes they have a substance abuse problem, the School District offers the Employee Assistance Program (EAP). To qualify for the School District's Employee Assistance Program (EAP), the request from the employee must precede any action that would require drug testing which results in a positive test result (i.e., reasonable suspicion, random testing, post-accident testing).

Current employees who are required to drug test must not receive a positive result for any drug prohibited by the federal government. The federal list of prohibited drugs may be more restrictive than the Schedule of Controlled Substances prohibited by the State of Florida.

Employees should be aware of the following:

➤ Drugs are defined as any article intended for use in the diagnosis, cure, mitigation, treatment, or prevention of disease, which means including, but not limited to, the following:

- ✓ alcohol, including distilled spirits, wine, malt beverages, and intoxicating liquors;
- ✓ amphetamines;
- ✓ cannabinoids;

- A positive test result could occur from the use of any and all products containing Delta-9-tetrahydrocannabinol (THC), including, but not limited to, cannabidiol (CBD) oil, lotions, gummies, and all other forms of medical marijuana which exist now or may exist in the future.
- Over the counter cannabidiol (CBD) oils and lotions are not regulated and may contain Delta-9-tetrahydrocannabinol (THC) which could result

in a positive test result. The origin of THC resulting in a positive test cannot be determined.

- ✓ cocaine;
- ✓ phencyclidine (PCP);
- ✓ hallucinogen;
- ✓ methaqualone;
- ✓ opiates;
- ✓ barbiturates;
- ✓ benzodiazepines;
- ✓ synthetic narcotics;
- ✓ designer drugs; or
- ✓ a metabolite of any of the substances listed herein or any other substances defined in Schedules I through V of the United States Controlled Substances Act.

➤ **Currently, any employee who tests positive for prohibited drugs per federal guidelines shall be recommended to the School Board for termination.**

Related School Board Rules

- [2.90 – Tobacco-Free and Smoking-Free Environment](#)
- [2.95 – Wellness Program](#)
- [6.27 – Professional Ethics](#)
- [6.33 – Alcohol and Drug-Free Workplace](#)