

SCHOOL DISTRICT 54

(Bulkley Valley)

November 27th, 2018
3:00 PM
School Board Office

Voting Members	Administration
F. Farrell, Chair F. Krishan J. Williams (ex officio)	C. van der Mark, Superintendent D. Margerm, Secretary Treasurer M. McDiarmid, Assistant Superintendent
Regrets: E. Quinlan	

The meeting was conducted from 3:05-4:35 pm.

Welcome: *Before we begin, I would like to acknowledge that we are gathered here today on the home of the Wit'suwit'en Nation, traditional territory of the Gidmt'en - Bear Wolf Clan."*

REPORT

PREVIOUS MEETING OF June 5th, 2018

Policy	Description	Type	Status	Consultation
	Review of future policy revisions or new policy			
	Policy & AP Framework		On-going	Not required

NEW BUSINESS

Revisions

Policy	Description	Type	Status	Consultation
4.700	Impairing Substances in the Workplace	New	In-Committee	Yes
	Policy & AP Framework		On-going	Not required

- Mr. Margerm provided overview of board policy vs. administrative procedures and the roles each document play in the district.

Committee discussed the new draft Policy 4.700 *Impairing Substances in the Workplace* which relates to employees. Topics discussed were issues such as:

- Where to draw the line with drugs ("no tolerance policy" vs "case-by-case")?

Type: New, Revision, Deletion
 Status: In-committee, on-going, approved
 Consultation Yes, Not required, Complete, Rejected

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- b. Contractually, a no-tolerance policy is difficult to enforce from a discipline aspect.
- c. Does the district want to be the judge of impairment? What factors or levels become an impairment issue?
- d. Type of drug should be considered as some drugs do not impair, therefore Illicit or restricted drugs as part of policy.
- e. Is the employee in possession of drugs or under the influence? Is the drug impacting the employee's duty or behaviour?
- f. How do we define impairment? Language around impairment – not assess?
- g. Attempting not to have admin assess performance or impairment, but write language around “do not...” (eg. consume or possess)
- h. Language around contractor's obligation to have policy on employees and drugs and alcohol.
- i. Illicit vs. Medical prescriptions (restricted) vs. over the counter drugs
 - i. How to handle?
 - ii. What is allowable?
 - iii. Should employee report to administration?
- j. Acknowledging the board value of 'compassion' into drug and alcohol policy

It is recommended that:

1. the Policy Committee continue discussions on ***Policy 4.700 - Impairing Substances in the Workplace & Policy 9.120 - Students Involvement with Drugs and Alcohol.***
2. Send revisions of ***Policy 6.380 - District School Code of Conduct and Policy 6.310 - Tobacco Use on District Property*** out for public consultation.

Date & Time of Next Meeting: January 15th, 2018 @3:00pm