



Employee & Student Matters

Regarding Medical Marijuana

Presented by:

Anissa Young, MSBA Insurance Program Manager
Austin Gilbert, MSBA Manager of Policy and Legislative Services
Jim Keith, Adams & Reese LLP



We are here for you!



Initiative Measure No. 65 proposes to amend the Mississippi Constitution to allow qualified patients with debilitating medical conditions, as certified by Mississippi licensed physicians, to use medical marijuana.

This initiative will have a broad range of policy implications across each district's policy manual.

Those impacted policies come mostly from:

- Section E Business Management
- Section G Personnel
- Section J Students

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Policy EBAB – Smoke Free Buildings

- Policy EBAB bans the use of all tobacco products in all school buildings and vehicles and at all school events.
- This policy applies to all employees, students, and patrons attending the school and also lays out penalties for violating the policy.
- Under Section 3 of Initiative Measure 65, it states, "Nothing in this article shall require accommodation for the use of medical marijuana or require any on-site use of medical marijuana in any...place of education."
- Also Initiative Measure 65 is not designed to override any private rules regarding smoking in certain areas.

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Policy EDA – Student Transportation

- Policy EDA addresses the transportation requirements for children to and from school each day.
- The policy states, “The [bus] driver will not participate in any activities that might impair his/her driving abilities.”
- Under Section 3 of Initiative Measure 65, it states, “Nothing in this article shall permit a person to operate any motor vehicle...while consuming or impaired by medical marijuana.”
- Bus drivers will not be able to consume approved marijuana while performing their duties.



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Policy EGA – State Employees Life and Health Insurance Plan

- Policy EGA involves the life and health insurance benefits to eligible employees within the district.
- Under Section 3 of Initiative Measure 65, it states, “Nothing in this article shall require any health insurance provider or any government agency or authority to reimburse any person for expenses related to the use of medical marijuana.”
- There are no requirements under Initiative Measure 65 for health insurance to cover costs associated with the use of medical marijuana.



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Policy GBRL – Drug Free Schools and Workplace

- Policy GBRL addresses the prohibition of drug use in the workplace and the penalties for violation of the policy.
- The policy states, “No employee shall unlawfully manufacture, distribute, dispense, possess or use any narcotic drug...marijuana or any other controlled substance.”
- Initiative Measure No. 65 allows qualified patients with debilitating medical conditions to use marijuana. However, those patients cannot use marijuana in a public place or at a place of education.



Policy GBRM – Smoking and Other Uses of Tobacco

- Policy GBRM bans the use of all tobacco on any educational property.
- This policy applies to all employees, students, and patrons attending the school and also lays out different levels of convictions for violations.
- Under Section 3 of Initiative Measure 65, it states, “Nothing in this article shall require accommodation for the use of medical marijuana or require any on-site use of medical marijuana in any...place of education.”
- Also Initiative Measure 65 is not designed to override any private rules regarding smoking in certain areas.

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Policy GBRM-2 – Drug and Alcohol Testing Policy

- Policy GBRM-2 allows for the testing of personnel who are reasonable suspected to be under the influence of illegal drugs or alcohol.
- This policy states that, “All employees are prohibited from using illegal drugs, or prescription medications for which they do not have a proper prescription.”
- Under Section 3 of Initiative Measure 65, it states, “The [MS Department of Health] shall begin issuing identifications cards...no later than August 15, 2021.”
- Any person legally allowed to possess and use medical marijuana must have one of these cards.

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Policy GBRMB – Vaping Policy

- Policy GBRMB addresses vaping and the prohibition of using vaping products while on school campuses or at district events.
- Under Initiative Measure No. 65, patients would be able to smoke or vape marijuana.
- Policy GBRMB will need to account for any electronic cigarettes or vaping devices designed for medical marijuana.

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**Policy JCDAB – Student Drug Testing Program
Extracurricular Activities**

- Policy JCDAB is the student drug test policy. It states, “Illegal drug use of any kind is incompatible with participation in any extracurricular activities on behalf of the school district.”
- Under Section 3 of Initiative Measure 65, it states, “The [MS Department of Health] shall begin issuing identifications cards...no later than August 15, 2021.”
- Any person legally allowed to possess and use medical marijuana must have one of these cards and must only use it as allowed.

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**Policy JCDAC – Drugs and Alcohol (Possession or
Reasonable Suspicion)**

- Policy JCDAB prohibits students from, “Carrying, possessing in any manner, using or selling marijuana...or any other controlled substance regulated by law.”
- Under Section 3 of Initiative Measure 65, it states, “Nothing in this article shall authorize the use of medical marijuana for anyone other than a qualified patient.”
- Any person using marijuana must do so in compliance with the Initiative or they are still in violation of law and policy.

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Policy JCDAD – Bus Conduct

- Policy JCDAB provides the rules and regulations that students must follow while riding on the bus to and from school.
- The policy states that, “Smoking is prohibited on the school bus and on all educational property.”
- Under Section 3 of Initiative Measure 65, it states, “It is unlawful for any person to smoke medical marijuana in a public place.”
- Even if a person meets the requirement under the Initiative, they cannot smoke marijuana on a school bus.

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Policy JGCD – Student Health Services-Medicines

- Policy JGCD allows the district to decide on the level of medications that may or may not be provided to students and who can administer those medications.
- Under Section 3 of Initiative Measure 65, it states, “It is unlawful for any person to smoke medical marijuana in a public place.” AND there is no requirement for “Accommodation for the use of medical marijuana or require any on-site use of medical marijuana in any...place of education.”
- For now it appears marijuana would not be allowed to be administered at school.

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Policy JGCD-R – Student Health Services Administrations-Medicines

- Policy JGCD-R is complementary to JGCD and is the procedures on what is required in order to administer medications to students in the district.
- The policy implications for JGCD-R would be the same as for JGCD.

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Medical Marijuana FAQ
STUDENTS

- Can a student with a medical marijuana registration bring medical marijuana to school?
- Can a student bring CBD products to school?
- What if a student appears impaired?

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Medical Marijuana FAQ
STUDENTS

- Should a school allow a parent to bring medical marijuana to the school to administer it to their child?
- Should a staff member store or administer medical marijuana or CBD products to a student?
- What if a parent requests that the use/administration of medical marijuana or CBD products be included in the student's IEP, 504 or health plan?

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Medical Marijuana FAQ
STUDENTS

- What happens if a student-athlete tests positive for THC?

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Medical Marijuana FAQ
EMPLOYEES

- Should a staff member with a medical marijuana registration be permitted to bring medical marijuana to work for personal use?
- Should a staff member be permitted to bring CBD products to work for personal use?
- What if an employee appears impaired?

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Medical Marijuana FAQ
EMPLOYEES

- What if the employee requests an “accommodation” for use of medical marijuana or a CBD product?

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Medical Marijuana FAQ
EMPLOYEES

- What happens if a staff member tests positive for THC, due either to medical marijuana use or due to accumulation of THC in their body due to prolonged “legal” CBD use?

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Questions?



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