

MEMORANDUM OF UNDERSTANDING

between

ESCAMBIA COUNTY PUBLIC SCHOOLS

and the

UNION OF ESCAMBIA ESP

MARIJUANA POLICIES

WHEREAS, the School Board of Escambia County ("the School Board") and the Union of Escambia ESP ("the Union") acknowledge the current use of medical marijuana; and

WHEREAS, the Parties recognize the potential legalization of recreational marijuana and the need to establish guidelines regarding marijuana use by employees;

NOW, THEREFORE, the Parties agree as follows:

**1. Medical Marijuana Use**

- a. Employees with a valid medical marijuana prescription may use medical marijuana for their medical conditions as defined by Florida state statute 381.986.
- b. Employees using medical marijuana must not affect employees' job performance, workplace safety, or violate any laws or regulations.

**2. Recreational Marijuana Use**

In the event that recreational marijuana use is legalized in accordance with applicable laws, the following guidelines shall apply:

- a. Employees of legal age may engage in recreational marijuana use outside of working hours.
- b. Recreational marijuana use must not affect employees' job performance, workplace safety, or violate any laws or regulations.
- c. Employees shall not be under the influence of recreational marijuana during working hours or report to work impaired.

**3. Job Performance and Safety**

- a. Employees are expected to perform their job duties satisfactorily, regardless of marijuana use.
- b. The company may take appropriate action, including disciplinary measures, if marijuana use affects job performance, safety, or violates company policies.

**4. Confidentiality and Privacy**

Employees' medical conditions and marijuana use information shall be kept confidential, except as required by law or for safety purposes.

**5. Compliance with Laws and Regulations**

Both parties shall comply with applicable laws, regulations, and workplace policies regarding marijuana use.

**6. Entire Agreement**

This MOU supersedes all prior agreements and represents the entire understanding between the Parties.

**7. Amendments**

Any amendments to this MOU require written agreement signed by authorized representatives of both Parties.

IN WITNESS WHEREOF, the Parties have executed this Memorandum of Understanding as of the date first above written.

_____ Nicole Lindsey, President	_____ Paul Fetsko, Board Chair
_____ Nick Mrozowski, Escambia FEA Service Unit Director	_____ Keith Leonard, Superintendent
_____ Caroline Gray, Chief Negotiator	