



Book	Board of Trustees Policy
Section	300 Employees
Title	Employees and Pennsylvania Medical Marijuana Act
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AGORA CYBER CHARTER SCHOOL Board of Trustees Policy

Employees and Pennsylvania Medical Marijuana Act

Agora Cyber Charter School ("Agora" or Charter School") may not discharge, threaten, refuse to hire or otherwise discriminate or retaliate against an employee solely on the basis of such employee's status as an individual who is certified to use medical marijuana. However, nothing in this Policy shall require Agora to make accommodation of the use of medical marijuana on the property of the Charter School, during work time and/or at Charter School events.

The usage of medical marijuana by any employee, agent, staff and/or contractor of Agora, including usage pursuant to the Pennsylvania Medical Marijuana Act, is not permitted on the Charter School 's premises, during work time and/or at any Charter School event. Unless expressly required by applicable law, Agora does not make accommodation for the use of medical marijuana on Agora premises, during work time and/or at any Charter School event.

Employees, staff, agents and/or contractors of the Charter School are not permitted to possess any marijuana (whether medically prescribed or not) on Charter School premises or at any Charter School event(s). No employee, staff member, agent and/or contractor is permitted to commit any act on behalf of Agora or in the scope of employment that would put Agora, or any person acting on its behalf, in violation of federal law.

Any employee who is prescribed medical marijuana and who may be under the influence of same at any time during work hours or at any Charter School event must immediately disclose this information to Human Resources and/or the CEO in writing in advance, so appropriate precautions can be put in place to ensure the safety of the individual, staff, agents, contractors and students. The failure to disclose this information in advance of being under the influence and/or in possession of any marijuana at work or any Charter School event may result in disciplinary act up to and including termination of employment.

Employees under the influence of medical may be prohibited from performing certain job tasks or duties including any job duty that could present a health or safety risk if performed while an individual is under the influence of medical marijuana. No employee shall be

permitted to perform any task that Agora deems potentially life-threatening, to the employee or to others, while under the influence of medical marijuana.

Any employee under the influence of medical marijuana while working or during any Agora event may be disciplined if the employee's conduct falls below the standard of care that Agora considers normally accepted for his/her/their job position at the Charter School.

Any employee who is an approved medical marijuana patient and/or cardholder pursuant to applicable law, including the Pennsylvania Medical Marijuana Act, will be required to provide written proof of cardholder or legal eligibility status (i.e. photocopy of card, etc.) in advance to Human Resources.

Any violation of this policy will result in disciplinary action, which may include discipline up to and including termination of employment.

Any employee who has a question regarding medical marijuana should immediately contact Human Resources in writing.

TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH THE SCHOOL'S CHARTER OR APPLICABLE STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS AND/OR CHARTER CONTROL.