Greetings NBOE Faculty and Staff:

The New Jersey Cannabis Regulatory Enforcement Assistance and Marketplace Modernization Act decriminalized the possession and use of cannabis and hashish for individuals 21 years of age and over in the state of New Jersey. **However, cannabis remains illegal under federal law and is prohibited on any and all Newark Board of Education properties.** This notice informs employees of Newark Board of Education policies regarding cannabis possession and use on Newark Board of Education (NBOE) property.

Even if legally obtained under state law, the possession, use, manufacture, cultivation, dissemination, and storage of any controlled dangerous substance, including recreational or medicinal cannabis in any form, on NBOE property or during school-sponsored activities or events is prohibited by Newark Board of Education Policy 4119.23and federal law. Under the federal Controlled Substance Act, cannabis is a controlled dangerous substance .

Federal law prohibiting cannabis preempts state laws. The possession, use, and distribution of cannabis is still illegal and subject to prosecution under federal law, regardless of what state law permits.

NBOE receives federal funds. In compliance with federal law, including the federal Controlled Substance Act, NBOE is required to take measures to prohibit the use of drugs and alcohol on Newark Board of Education property and at school-sponsored activities and events.

**Possession or use of medical cannabis on Newark Board of Education property is prohibited, even if obtained through a medical provider. Newark Board of Education Policy 4119.23 also prohibits employees from being impaired due to cannabis use while at work, whether for medicinal or recreational use.**

**Smoking and use of alcoholic beverages in/on NBOE school buildings and property is also prohibited.**