

DRUG-FREE WORKPLACE

Student and employee safety is of paramount concern to the Board of Education. Employees under the influence of alcohol, drugs, or controlled substances are a danger to themselves, to students and to other employees. Therefore, the Board of Education shall not tolerate the unlawful manufacture, use, possession, sale, dispensation, distribution or being under the influence of controlled substances or alcoholic beverages: on any school property or on any school-approved vehicle used to transport students to and from school or school activities; off school property at any school-sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the school district; during any period of time such employee is supervising students on behalf of the school district; or, at any time during the employee's working hours.

Any employee who violates this policy will be subject to disciplinary action, which may include employment suspension, termination and/or referral for prosecution. Employees may be required to satisfactorily participate in rehabilitation programs.

Each employee of this school district is hereby notified that, as a condition of employment, the employee must abide by the terms of this policy, and must notify the superintendent of any criminal drug statute conviction for a violation occurring in or on the premises of this school district, or while engaged in regular employment. Such notification must be made by the employee to the superintendent, in writing, no later than five (5) calendar days after conviction. The superintendent will provide notice, in writing, of such violation to the United States Department of Education, or other appropriate federal agency within ten (10) calendar days after the superintendent receives such notification, if the district receives any federal grants directly from such agency, as opposed to federal grants received through the Department of Elementary and Secondary Education.

The district will take appropriate disciplinary action within 30 days.

The district will institute a drug-free awareness program to inform employees of the dangers of drug and alcohol abuse in the workplace, of this policy of maintaining a drug-free workplace, of available counseling and rehabilitation, and of the penalties that may be imposed upon employees for drug abuse violations occurring in the workplace. Each employee will receive a copy of this policy.

The Board of Education recognizes that employees who have a drug abuse problem should be encouraged to seek professional assistance. An employee who requests assistance shall be referred to a treatment facility or agency in the community.

When it is evident that a staff member has consumed illegal drugs off school property during and/or before a school activity or when a staff member's use of alcohol products off premises during non-working hours interferes with his/her duties, other staff or district operations, the staff member will not be allowed on school property, or to participate in school activities. Staff members who violate this regulation will be subject to the same penalties as for possession or consumption on school property.

District Code:

The Board of Education hereby commits itself to a continuing good faith effort to maintain a drug-free work place. This policy shall be communicated, in writing, to all present and future employees. Compliance with this policy is mandatory.

Upon the request of the Department of Elementary and Secondary Education or an agency of the United States, the district shall certify that it has adopted and implemented the drug prevention program described in this policy, in the form required by such agency. The district shall conduct a biennial review of this policy to determine its effectiveness, implement necessary changes, and to ensure that the disciplinary sanctions are consistently enforced.

Adopted: April 27, 1993
Reviewed: November 27, 2001

Cross Refs.: GBE, Staff Health and Safety
JFCH, Student Alcohol/Drug Abuse

Legal Refs.: Drug-Free Workplace Act of 1988, P.L. 100-690, P.L. 101-226
Controlled Substances Act (21) U.S.C. _812, schedules I-V of Section 202
21 C.F.R. 1300.11-1300.15