

SUBJECT: DRUG-FREE WORKPLACE

The Board of Education recognizing that students are often influenced by teachers and other members of a school's staff impresses upon staff members the importance of maintaining a high level of professionalism appropriate to their position, which in turn, shall set positive example for students.

The Board, therefore, prohibits the consumption, sharing and/or selling, use and/or possession of illegal drugs, counterfeit and designer drugs or alcoholic beverages in the workplace, or reporting to work with such substances in the employee's system.

Information about any drug and alcohol counseling and/or rehabilitation programs shall be made available to employees. Data will also include the range of penalties (consistent with local, state and federal law) up to and including termination of employment and referral for prosecution that will be imposed (in accordance with any applicable collective bargaining agreement and any applicable law) on employees who violate the terms of this policy.

The Board of Education directs the administration to develop regulations to comply with this policy, and further supports such actions and activities of the administration as shall be required to maintain a drug-free workplace.

In addition to complying with Federal legislation regarding the use of drugs, the Board of Education prohibits any employee to be under the influence, to use, to have in his or her possession or to distribute in any way alcohol on school property or at school sponsored activities off school property.

As a condition of employment, all employees must abide by the terms of this policy. Employees who are convicted of a drug offense which occurred on school premises or while on duty must notify the Superintendent of their conviction. Notification must be made by the employee to the Superintendent within five (5) days of the conviction. Within ten (10) days, the Superintendent will provide notice of such violation to the Impact Aid Program, United States Department of Education, or other appropriate government agency.

The District administration will conduct a drug-free awareness program to inform employees of: (1) the dangers of drug and alcohol abuse in the workplace; (2) this policy of maintaining a drug-

(Continued)

POLICY

2017

6161

2 of 2

Personnel

SUBJECT: DRUG-FREE WORKPLACE

free workplace; (3) available counseling and rehabilitation; and (4) the penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.

The District will conduct a biennial review of this policy to determine its effectiveness, implement necessary changes and to see that the disciplinary sanctions are consistently enforced.

This policy should be distributed in writing to all present and future employees.

Drug-Free Workplace Act

20 United States Code (USC) Section 7101 et seq.

21 United States Code (USC) Section 812

21 Code of Federal Regulations (CFR) 1308.11-1308.15

34 Code of Federal Regulations (CF) Part 85

Adopted: 1990

Revised: 8/9/93; 6/23/97, 1/9/17