

Lower Merion School District

Policy No.:

427

Section:

EMPLOYEES

Title:

DRUG FREE WORKPLACE

Date Adopted:

8/21/89

Date Last Revised:

427 DRUG-FREE WORKPLACE

To protect the health, safety and welfare of pupils, staff and property, as well as to comply with the Drug-Free Workplace Act of 1988.

A. “Drugs” shall mean any controlled substance as defined in the Controlled Substance, Drug, Device and Cosmetic Act.

B. “Conviction” shall mean the finding of guilt, including a plea of nolo contendere or imposition of sentence, or both, by any competent judicial body.

C. “Criminal drug statute” shall mean a federal or state criminal statute involving the manufacture, distribution, dispensing, use or possession of any drug.

It is the policy of the Board that illicit drug use in the workplace or otherwise is strictly prohibited. Any employee who is convicted of manufacturing, distributing, dispensing, using or possessing any controlled substance shall be dismissed from employment.

A. The Superintendent or a designee shall prepare appropriate administrative regulations to implement the policy.

B. The Superintendent or a designee shall:

1. Provide employees with a copy of this policy and regulations;
2. Include the policy in all personnel manuals;
3. Make the officers of the Lower Merion Education Association aware of the policy;
4. Require that employees who are convicted under a criminal drug statute must notify their employer within five days.
5. Within 30 days of such notice, the employee will be terminated from employment.
6. Provide a drug-free awareness program and inform employees of the availability of drug counseling and rehabilitation, including the Employee Assistance Program.
7. Require that as a condition of employment, all employees will abide by the terms of this policy.
8. a. Require that the Personnel Director notify the appropriate federal granting or contracting agency of any criminal convictions of employees for illegal drug activity in the workplace within 10 days after receiving notice of such conviction.

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- b. The Personnel Director make a “good faith” effort to maintain a drug-free workplace by complying with the law’s requirements.

P.L. 100-690

P.S. 35 §780-101 et seq.

S.C. 527