

POLICY ————— PEQUANNOCK TOWNSHIP

BOARD OF EDUCATION

PROPERTY

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Employee Smoking, Drinking, Illegal Gambling and
Use of Drugs on School Grounds

7435 – EMPLOYEE SMOKING, DRINKING, ILLEGAL GAMBLING AND USE OF DRUGS ON SCHOOL GROUNDS

General - All Employees

The use of alcoholic beverages on school worksites is prohibited. Violations of this prohibition may subject an employee to disciplinary action which may include but not be limited to nonrenewal, suspension, or termination at the discretion of the Board.

The unlawful manufacture, distribution, dispensing, possession of, use of or sale of any narcotic and/or hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance on or in school worksites is prohibited. Any violation may subject an employee to participation in a drug rehabilitation program and disciplinary action including but not limited to; nonrenewal, suspension, or termination at the discretion of the Board of Education.

For the purposes of this policy “worksite” shall include any school building, or any school grounds as well as any school owned vehicles, or any other school approved vehicle, used to transport students to and from school or school activities. Worksite also includes off-school grounds during 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.

The Board of Education, as a result of criminal convictions of any criminal drug statute violation by an employee occurring outside of the worksite, may discipline said employee. Disciplinary action may include, but is not limited to; nonrenewal, suspension, or termination at the discretion of the Board. Illegal gambling is not permitted in the school worksite.

The Superintendent shall establish a drug free awareness program which includes notice of the dangers of drug abuse in the workplace and available drug counseling programs and shall distribute this policy to all employees annually. New employees shall be provided with a copy of this policy prior to beginning work assignments.

Work Performance In Connection With A Federal Grant

In order for the school district to qualify for any direct federal grant, the district must certify that it will provide a drug free workplace and maintain a good faith effort to continue to maintain a drug free workplace. To this end, employees engaged in school worksites as a result of federal grant monies shall in addition to complying with requirements of the programs shall also be in strict compliance with this policy.

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The Superintendent shall notify all employees whose work performance is done in connection with federal grant that they are to notify their respective administrators of convictions of any criminal drug statute violation occurring in the workplace. Employees must notify their administrators no later than five days after each conviction. To be in compliance, the district must notify the federal grant program of such conviction within ten days of a receipt of said conviction.

N.J.S.A. 2C:33-15 et seq.

N.J.S.A. 18A:40A-12

N.J.S.A. 24:21-2 et seq.

Adopted: 24 January 2000