



SAYREVILLE PUBLIC SCHOOLS

*MANDATED TRAINING
2015-2016*

Prepared for Presentation to All Staff by:
Mrs. Tamika Reese, Assistant Superintendent

The background features abstract geometric shapes in shades of orange and yellow. On the left, a solid orange trapezoidal shape points towards the center. On the right, a complex arrangement of overlapping semi-transparent shapes in various shades of orange and yellow creates a layered, textured effect. The central text is positioned in the white space between these elements.

ALCOHOL AND DRUG AWARENESS

Federal Drug-Free Workplace Act of 1988

- ▶ The Federal Drug-Free Workplace Act of 1988 requires that all organizations receiving federal funding maintain a working environment free from the negative impact of drug use.
- ▶ As an employee, it is your responsibility to be familiar with and adhere to these policies.

Definition

- ▶ Substance abuse refers to the excessive use of or dependence on drugs or alcohol to the detriment of the individual's health, personal relationships, and/or daily obligations.
- ▶ Dependence on drugs or alcohol affects the individual either physically (i.e. painful withdrawal symptoms) or psychologically (frequent compulsion to use).
- ▶ This includes hard drugs such as crack, cocaine, and heroin as well as regular marijuana use, binge drinking, consumption of tranquilizers, or misuse of prescription drugs.

Statistics

- ▶ In comparison to non-users, substance abusers are 33% less productive at work;
- ▶ Ten times more likely to miss work;
- ▶ Five times more likely to become injured or injure others;
- ▶ Five times more likely to file for worker's compensation; and increase health care costs by 3 times.

Negative Impact of Drug Use

- ▶ Drug and alcohol use affects everyone in the workplace as these substances impair judgment and slow reflexes.
- ▶ Even in low risk jobs such as administrative or clerical positions, substance abusers negatively affect the workplace by lowering office morale, increasing workloads for others, compromising the quality of service/merchandise, raising employer costs, and overall threatening job security for everyone.

Behavioral Signs

- ▶ While it can be difficult to identify substance abusers, there are a number of observable behavioral and physical signs. Behavioral signs include:
 - ▶ Excessive absences/tardiness
 - ▶ Forgetfulness
 - ▶ Lack of attention span
 - ▶ Poor work performance
 - ▶ Loss of interest in usual activities and relationships
 - ▶ General apathy/lack of motivation
 - ▶ Moodiness
 - ▶ Nervousness

Behavioral Signs

- ▶ Oversensitivity, Sudden rage
- ▶ Excessive laughter
- ▶ Paranoia
- ▶ Unexplained need for money/stealing
- ▶ Change in personal hygiene
- ▶ Possession of drug paraphernalia
- ▶ Secretiveness, etc.



Physical Signs

- ▶ You may observe physical signs such as:
 - ▶ Red, watery eyes, Dilated pupils, Blank stare
 - ▶ Cold, sweaty palms, Trembling hands
 - ▶ Aroma of drug or alcohol on hair, breath, or clothes
 - ▶ Needle marks on lower arm, leg or bottom of the foot
 - ▶ Unhealthy complexion
 - ▶ Hacking cough; Runny Nose, Change in appetite or weight
 - ▶ Excessive sweating, Vomiting, Overall poor physical condition, etc.

Alcohol

- ▶ The following commonly abused substances are characterized by the symptoms listed on this and the next several slides.
- ▶ Alcohol abusers often experience: Loss of coordination; Slurred speech; Sleepiness; Poor judgment; and Headaches.
- ▶ They may exhibit excessive tardiness, show up to work hung-over, and/or return from lunch break with signs of intoxication.

Marijuana

- ▶ Marijuana users often exhibit: Bloodshot or glassy eyes; Inappropriate laughter followed by drowsiness; A sweet, burnt aroma on clothes, hair, or breath; Loss of motivation; Change in weight.
- ▶ Marijuana use causes short-term memory loss, panic attacks and may lead to addiction. You may notice dried plant material, pipes or rolling papers in the possession of a marijuana.

Stimulants

- ▶ Stimulants (Cocaine, Amphetamines) users often exhibit: Temporary increase in alertness, Wakefulness, Talkativeness, Followed by depression and sudden sleepiness; Heighten blood pressure; Weight Loss; Dry nose and mouth; and Dilated pupils. Stimulants endanger the user by causing exhaustion, paranoia, depression, and sometimes hallucinations.

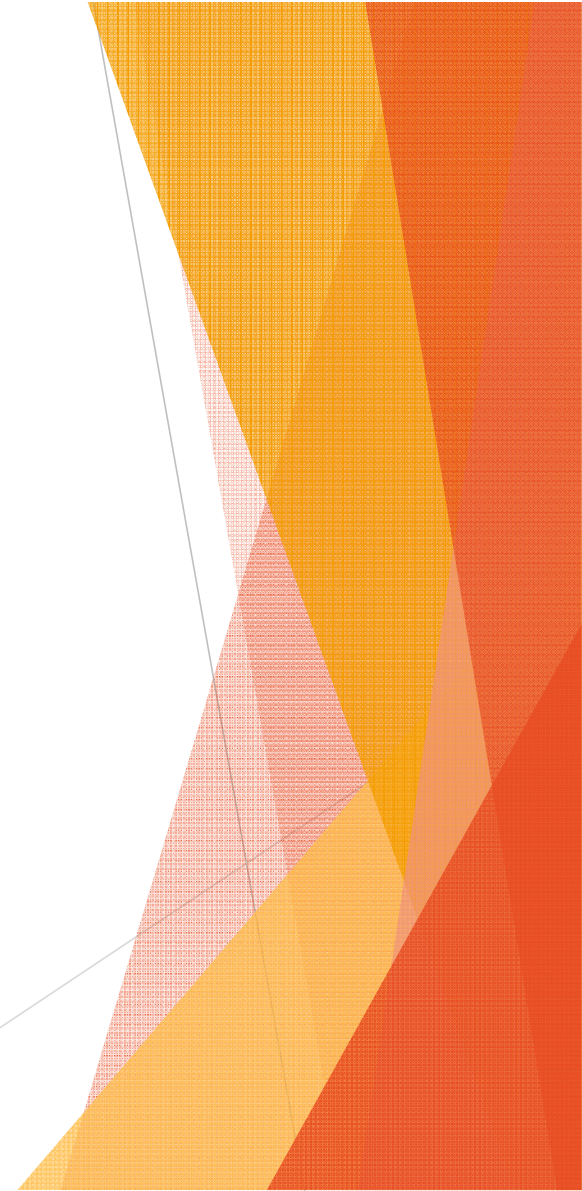
Inhalants

- ▶ Inhalants (gasoline, aerosols, glue, or other vapors) often cause: Nausea; Watery eyes; Dizziness; Headaches; Lack of coordination and muscular control.
- ▶ Use of inhalants can result in unconsciousness, suffocation, brain and nervous system damage, and sudden death.



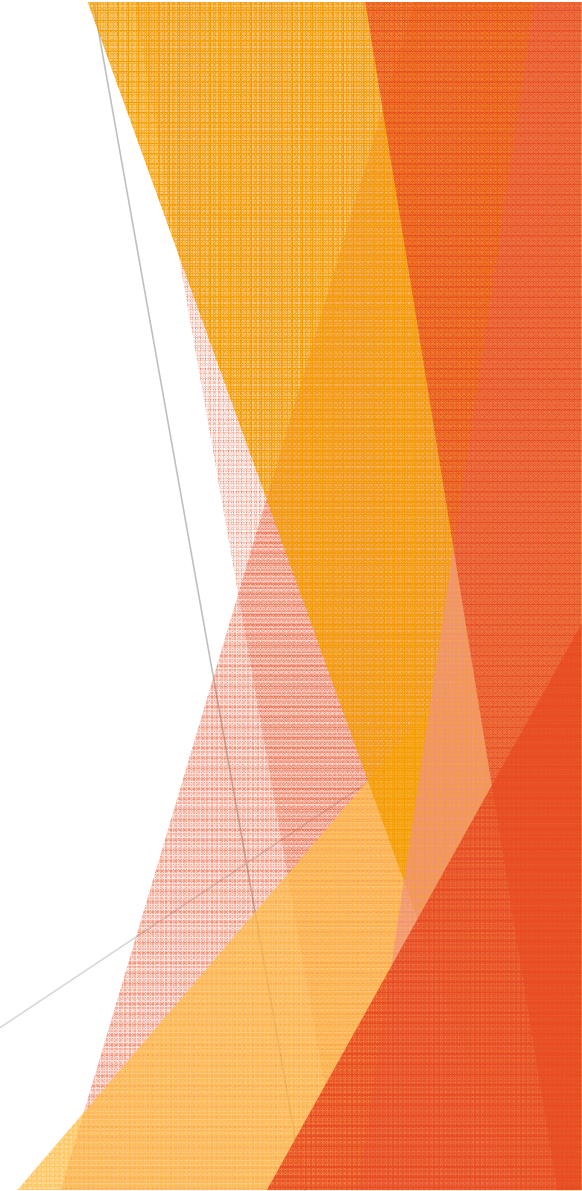
Hallucinogens

- ▶ Hallucinogen (Acid, LSD, Ecstasy) users often exhibit:
Alter mood and perception; Create anxiety and panic;
Cause paranoia and Irrational (sometimes violent) behavior.
- ▶ This drug usually comes in capsule form or tablets.



Narcotics

- ▶ Narcotics (Heroin, Demerol) commonly cause: Euphoria; Drowsiness; Insensitivity to pain; Vomiting; Watery eyes; and Runny nose.
- ▶ Be watchful for needle marks, syringes, spoons, clammy skin.



Suspecting Drug Use

- ▶ If you suspect that a co-worker's health and job performance is affected by drug or alcohol use, do not ignore it.
- ▶ Remember, frequent absences, clerical mistakes, operating machinery while impaired, and other workplace errors are everyone's problem.
- ▶ Contact your supervisor or Assistant Superintendent of Human Resources. This should be handled in a confidential, professional manner.

Do Not Cover for a Drug User

- ▶ Do not cover for a substance abuser.
- ▶ Lending them money or concealing poor work performance only enables unhealthy habits.
- ▶ However, do not try to intervene on your own.
- ▶ Drug and alcohol abuse are serious issues that must be handled by a professional.



Summary

- ▶ Drug and alcohol use can be detrimental to your health and to your job security.
- ▶ Adhering to workplace drug and alcohol policies not only reduces avoidable hazards, it also helps maintain a positive work environment.



ALCOHOL, TOBACCO, and OTHER DRUG PREVENTION AND INTERVENTION



Introduction

- ▶ Alcohol, tobacco, and drug use is a major public health issue, increasing the risk of injury, violence, HIV infection and other diseases among our nation's students.
- ▶ In 2013, the national Youth Risk Behavior Survey (YRBS) reported that 66.2% of high school students have tried alcohol, 41.1% have smoked tobacco and 22.1% have been offered, sold, or given an illegal drug on school property.
- ▶ To address these health and safety concerns, New Jersey Law requires each district board of education to establish a comprehensive program of alcohol prevention, intervention, referral for evaluation, referral for treatment and continuity of care. (N.J.A.C. 6A:16-3.1)

NJ State Board of Education Statute

- ▶ According to N.J.A.C. 6A:16-3.1, district boards of education must ensure all education staff members receive in-service training in alcohol, tobacco, and other drug abuse prevention and intervention.
- ▶ As a school employee you are responsible for following district protocols for prevention, intervention, referral for evaluation and treatment, and continuity of student care.

Reporting Suspected Drug Use

- ▶ If a student appears to be under-the-influence of substances, a staff member should report it as soon as possible to a school nurse and the principal.
- ▶ The principal should then contact the student's parent or guardian and refer the student for immediate medical examination.
- ▶ A written report of the diagnosis will be provided to the parent and the school superintendent within 24 hours. (NJ 18A:40A-12)

Interview and Referral for Treatment

- ▶ If it has been determined that the student was under-the-influence of substances, he or she should not return to school until the principal receives a written report certifying the student is mentally and physically able.
- ▶ Additionally, a trained staff member must interview the student to find out the extent of the substance use and the need for further treatment.
- ▶ This interview may also include the parent/guardian, medical staff, and teachers.
- ▶ If the student's involvement with the substance presents a threat to his or her health and well-being, then referral to an approved treatment program will be issued before returning to school.

Defining Substance

- ▶ What qualifies as a substance?
- ▶ According to New Jersey State Mandates, "substance" refers to alcoholic beverages, controlled dangerous substances, including anabolic steroids or any chemical or chemical compound which releases vapors or fumes causing a condition of intoxication, inebriation, excitement, stupefaction or dulling of the brain or nervous system. (NJ 18A:40A-9)



What is Substance Abuse?

- ▶ "Substance abuse" means the consumption or use of any substance for purposes other than for the treatment of sickness or injury as prescribed or administered by a person duly authorized by law to treat sick and injured human beings. (NJ 18A:40A-9)



Behavioral Signs of Substance Abuse

- ▶ While it can be difficult to identify substance abusers, there are a number of observable behavioral and physical signs.
- ▶ Behavioral signs include: Excessive absences/tardiness; Forgetfulness; Lack of attention span; Poor school performance; Loss of interest in usual activities and relationships; General apathy/lack of motivation; Moodiness; Nervousness; Oversensitivity; Sudden rage; Excessive laughter; Paranoia; Unexplained need for money/stealing; Change in personal hygiene; Possession of drug paraphernalia; Secretiveness, etc.

Physical Signs of Substance Abuse

- ▶ You may observe physical signs such as: Red, watery eyes, Dilated pupils, Blank stare; Cold, sweaty palms, Trembling hands; Aroma of drug or alcohol on hair, breath, or clothes; Needle marks on lower arm, leg or bottom of the foot; Unhealthy complexion; Hacking cough; Runny Nose; Change in appetite or weight; Excessive sweating; Vomiting; Overall poor physical condition, etc.

Alcohol

- ▶ Alcohol abusers often experience: Loss of coordination; Slurred speech; Sleepiness; Poor judgment; and Headaches. They may exhibit excessive tardiness, show up to school hung-over, and/or return from lunch break with signs of intoxication

Tobacco

- ▶ Tobacco users often exhibit: Strong smoke scent in hair and clothing; Chronic coughing and wheezing; Increase in depression, aggressiveness, irritability; Decrease in energy and desire for previously enjoyed activities; Poor health and frequent illness. You may observe the student with accessories such as lighters, matches, electronic cigarettes, etc.



Marijuana

- ▶ Marijuana users often exhibit: Bloodshot or glassy eyes; Inappropriate laughter followed by drowsiness; A sweet, burnt aroma on clothes, hair, or breath; Loss of motivation; Change in weight. Marijuana use causes short-term memory loss, panic attacks and may lead to addiction. You may notice dried plant material, pipes or rolling papers in the possession of a marijuana smoker.

Stimulants

- ▶ Stimulants (Cocaine, Amphetamines) users often exhibit: Temporary increase in alertness, wakefulness, talkativeness followed by depression and sudden sleepiness; Heightened blood pressure; Weight Loss; Dry nose and mouth; and Dilated pupils. Stimulants endanger the user by causing exhaustion, paranoia, depression, and sometimes hallucinations.



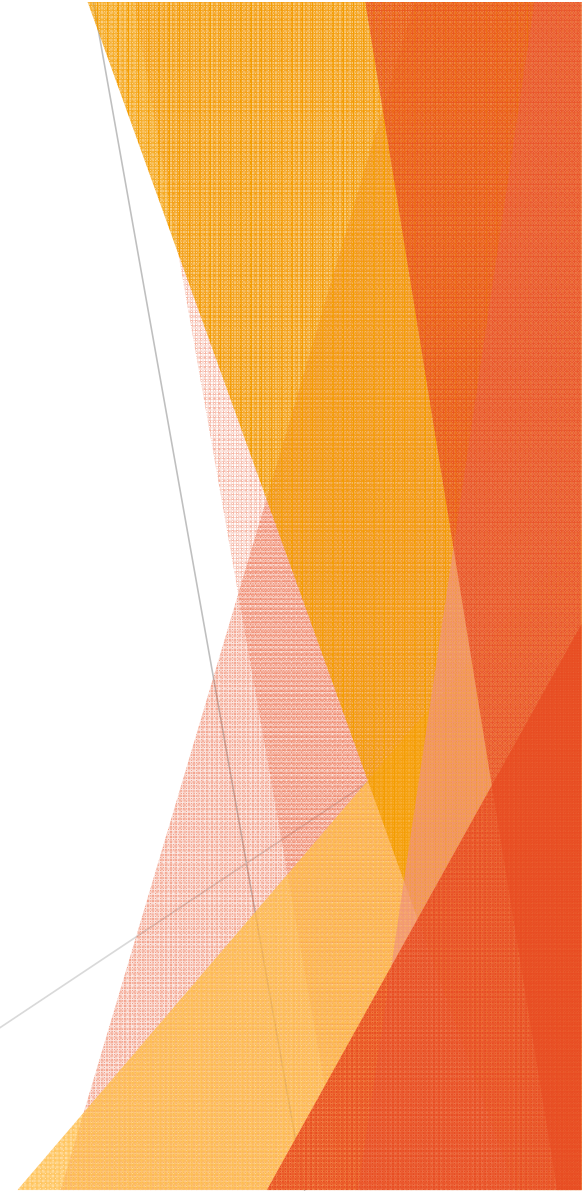
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Monitoring Drug Trends

- ▶ New trends in drug availability and use arise frequently. The National Institute of Drug Abuse (NIDA) is a resource that provides periodic updates on new trends in drug abuse.



Emerging Drugs

- ▶ Synthetic Marijuana ("Cloud 9," "Mojo"); Caffeine Powder; e-Cigarettes; Prescription Strength Cough Syrup ("Syrup," "Purple Drank"); and Crystalline Powder MDMA/Ecstasy ("Molly") are all examples of new drugs that have been growing in popularity in recent years.
- ▶ While it can be difficult to keep up with the ever-evolving drug trends and slang, many of the warning signs and behaviors can be observed by identifying the category under which they fall.
- ▶ Proceed with our district's reporting, investigation, and treatment protocols.

Summary

- ▶ Following these guidelines, you will be better equipped to recognize your student's need for intervention and treatment.



