

Board of Education Policy

STAFF ALCOHOL AND SUBSTANCE ABUSE

The Board of Education strongly believes that all staff members are perceived, consciously or unconsciously, as role models in the school and in the community. Since substance abuse has become a national problem, particularly among children and teenagers, the Board believes that school employees must exemplify the positive benefits of a drug-free lifestyle. The Board therefore will not tolerate the illegal use, including possession, sale and/or manufacture, of drugs by staff members either in the workplace, or at any time. Furthermore, the consumption or use of drugs and/or alcohol will not be tolerated where same may impair employees in the performance of their duties, adversely affect attendance, or result in unacceptable conduct, or in criminal prosecution.

The District shall maintain an employee awareness program, including information regarding substance abuse rehabilitation programs provided by local agencies.

If an employee is found to have violated the terms of this policy, he or she may be subject to a range of penalties up to and including dismissal in accordance with law. That employee may be required to participate in a substance abuse rehabilitation program in lieu of disciplinary action.

Employee Assistance Program

The Board recognizes that the problems of alcohol and other substance use and abuse affect every segment of society. Therefore, in collaboration with district collective bargaining units, the Board will establish an employee assistance program that will provide appropriate and confidential prevention, intervention, assessment, referral, support, and follow-up services for such help either voluntarily or in lieu of disciplinary action.

Adopted: 12/08/1994
Reviewed: 10/10/2001 02/24/2016 04/27/2022
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