

CONDUCT OF EMPLOYEES REGARDING ILLEGAL DRUG OR ALCOHOL ABUSE

It is the intention of the School Board of Volusia County to maintain a drug-free workplace and school environment for its employees and students, and to discourage drug abuse by its employees and students.

An employee of the school board shall not manufacture, distribute, dispense, possess, have in their system or use alcoholic beverages on school grounds, on school board property, or at school board activities (on or off school board property) ~~at which students are present~~, or illegal drugs at any time and place.

The school board believes that statements or behavior indicating approval of drug abuse in the presence of students by school board employees may contribute to drug abuse by students. The school board will not tolerate on its premises, or at extracurricular activities, any statements or behavior in the presence of students by school board employees that demonstrates approval of any type of drug abuse.

Disciplinary action, including, but not limited to termination of employment and referral for prosecution, if appropriate will be taken against any employee who violates this policy. As an alternative to termination the mandatory completion of an appropriate rehabilitation program at the employee's expense may be required as a disciplinary sanction. Procedures shall be developed to effectuate the intent of this policy. The procedures shall include provisions for drug testing applicants for employment and employees. Employee testing may be part of a routinely scheduled fitness-for-duty medical examination or based upon reasonable suspicion that an employee is violating the terms of this policy. All drug tests must comply with and be administered under standards approved by the State of Florida Department of Health and Rehabilitative Services.

~~Under federal law, a~~An employee is required to notify the school board of any criminal ~~drug arrest involving the sale/possession of a controlled substance within 48 hours -statute conviction no later than five (5) days after such conviction arrest-, if the underlying offense occurred on school board property, school grounds or at a school board sponsored activity (on or off school board property).~~

The superintendent shall ensure that information is available to all employees regarding the dangers of drug abuse in the workplace including any information on any appropriate drug and alcohol counseling; the employee assistance program; and rehabilitation and re-entry programs. A copy of this policy shall be transmitted to every school board employee annually at the beginning of the school year.

Legal Authority:

Sections ~~230.22(4), 230.23~~ 1001.41(1); 1001.42(6), (7); 1001.43(11), Florida Statutes
Rule 34, Code of Federal Regulations, Part 85, Subpart F; Rule 34
Code of Federal Regulations, Part 86, Subpart C

Laws Implemented:

Section ~~230.23~~ 1012.315, 1012.32, 440.101, 440.102, Florida Statutes
Drug Free Workplace Act of 1988, (Pub.L. 100-690, Title V,
School Board of Volusia County, FL Request to Advertise (April 9, 2024)

Subtitle D, 41 U.S.C. 701 et. seq.)

Drug-Free Schools and Communities Act Amendments of 1989 (Pub.L. 101-226)

Drug Free Schools and Campuses, Rule 34 Code of Federal Regulations

Part 86, Subpart C.

Rule 6A-10.081, Florida Administrative Code

History:

(Adopted -- March 26, 1985)

(Revised -- May 23, 1989; October 23, 1990; February 26, 1991, xx-xx-xxxx)

(Effective -- ~~July 1, 1991~~ xx-xx-xxxx)