No. 551

Central Greene School District

Section CLASSIFIED EMPLOYES

Title DRUG AND SUBSTANCE ABUSE

Date Adopted September 18, 1990

Guide		Reference
	551. DRUG AND SUBSTANCE ABUSE	
1. Purpose	The Board recognizes that the misuse of drugs is a serious problem with legal, physical and social implications for the whole school community. As such, the Board is very much concerned about the problem that may be caused by drug use by classified employes, especially as the use relates to the safety, efficiency and productivity of the classified employe.	
	The primary purpose and justification for any action on the part of the school staff would be the protection of the health, safety and welfare of students, staff and school property.	P.L. 100-690
2. Definitions	For the purpose of this policy, "drugs" shall be defined as those outlined in the Controlled Substance, Drug, Device and Cosmetic Act.	P.S. 35 Sec. 780-101 et seq
	"Conviction" shall be defined as finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statute. Any classified employe convicted of possession of a controlled substance with the intent to sell or deliver shall be terminated from his/her employment with the district.	P.L. 100-690 SC 527
	"Criminal drug statute" shall be defined as a federal or non-federal criminal statute involving the manufacture, distribution, dispensing, use or possession of any controlled substance.	

"Drug-free workplace" shall be defined as the site for the performance of work done in connection with a specific grant at which classified employes are prohibited from engaging in the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance.

3. Delegation of Responsibility

A statement notifying classified employes that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the classified employe's workplace shall be provided by the Superintendent and shall specify the actions that will be taken against the classified employe for violation of this policy.

The Board requires that each classified employe engaged in the performance of the grant be given a copy of the statement and notification to the employe that, as a condition of employment under the grant, the employe will abide by the terms of the statement and notify the district of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction.

The grantor of such funds shall be notified within ten (10) days after receiving notice from an employe or otherwise receiving actual notice of such conviction.

The district shall be responsible for taking one of the following actions within thirty (30) days of receiving notice, with respect to any convicted classified employe.

In addition, district employes who are in other workplace areas which are not under the direct operational control of the district shall be covered by this policy.

The district shall take appropriate personnel action. Appropriate personnel action may require the employe to 1) participate satisfactorily in a drug abuse assistance program; 2) a rehabilitation program approved for such purposes by a federal, state or local health, law enforcement, or other appropriate agencies; or 3) termination.

In establishing a drug-free awareness program, the Superintendent shall inform classified employes about:

- the dangers of drug abuse in the workplace;
- the district's policy of maintaining a drug-free workplace;
- availability of drug counseling, drug rehabilitation, and employe assistance programs available; and
- the penalties that may be imposed upon employes for drug abuse violations occurring in the workplace.

The district shall make a good faith effort to continue to maintain a drug-free workplace through the implementation of this policy.