

USE OF ALCOHOL AND OTHER DRUGS BY EMPLOYEES

Students and employee safety is a concern to the District. Employees under the influence of alcohol and/or other drugs are a serious risk to themselves, students, and other employees. Therefore, the Board will not tolerate the unlawful manufacture, use, possession, sale, distribution, or being under the influence of alcohol and/or other drugs. Any employee who violates this policy will be subject to disciplinary action, which may include dismissal, and referral for prosecution. Each employee of the district is hereby notified that, as a condition of employment, the employee must abide by the terms of this policy and will report to the superintendent any criminal alcohol and/or drug statute convictions for any alcohol and/or drug violation. Such notification must be made by the employee to the superintendent no later than five (5) days after being formally charged. If the superintendent is formally charged, s/he will report to the Board immediately. Within thirty (30) days after receipt of information concerning an alleged or proven violation(s) of this policy, the District will take appropriate disciplinary action, which may include termination of employment, requiring the employee to participate in alcohol and/or other drug abuse assistance or rehabilitation programs.

The Board recognizes that employees who have an alcohol and/or other drug use/abuse problem should be encouraged to seek professional help. An employee who requests assistance will use the Employee Assistance Program, which the District has available.

When an employee has consumed alcohol and/or illegal drugs off school property and is under the influence of alcohol/drugs, the employee will not be allowed on school property or to participate in school activities.