

Personnel

SUBJECT: ALCOHOL, DRUGS, AND OTHER SUBSTANCES

The Board, recognizing that students are often influenced by teachers and other members of a school's staff, impresses upon staff members the importance of maintaining a high level of professionalism appropriate to their position, which, in turn, will set a positive example for students.

The Board, therefore, prohibits the consumption, sharing and/or selling, use and/or possession of illegal drugs, counterfeit and designer drugs, or alcoholic beverages in the on school property and school sponsored trips, or when the effects of such drugs and/or alcohol use may impair an employee's job performance.

Information about any drug and alcohol counseling and/or rehabilitation programs will be made available to employees. Employees will also be made aware of the range of penalties or consequences up to and including termination of employment that may be imposed on employees who have violated this policy.

Additionally, confidentiality will be ensured as required by state and federal law.

The Superintendent or designee will periodically review the drug and alcohol abuse prevention program to determine its effectiveness and support appropriate modifications, as needed.

Safe and Drug-Free Schools and Communities Act, as reauthorized by the No Child Left Behind Act of 2001
20 USC § 7101 et seq.
Civil Service Law § 75
Education Law §§ 913, 1711(2)(e), 2508(5) and 3020-a

NOTE: Refer also to Policies #3410 -- Code of Conduct on School Property
#6530 -- Employee Assistance Program (EAP)
#7320 -- Alcohol, Tobacco, Drugs, and Other Substances
District Code of Conduct

Adoption Date: 5/3/2018