

STAFF SUBSTANCE ABUSE

The Board of Education will not permit the consumption, sharing and/or selling, use and/or possession of illegal drugs, counterfeit and designer drugs or alcohol beverages in the workplace, or when the effects of such drugs may impair an employee's job performance. The inappropriate use of prescription and over-the-counter drugs shall also be disallowed.

If an employee is found to have violated the terms of this policy, he or she will be subject to a range of penalties up to and including dismissal. Information about any drug and alcohol counseling and/or rehabilitation programs shall be made available to employees. An employee may be required to participate in a district authorized substance abuse rehabilitation program.

Drug-Testing of Employees

No employee shall be subjected to urinalysis or other form of drug testing without reasonable individualized suspicion that the employee has been using an illegal drug(s). The school attorney shall be consulted before any implementation of such testing. Failure to submit to required drug testing based upon reasonable individualized suspicion that the employee has been using an illegal drug(s) is grounds for disciplinary action up to and including dismissal.

In its effort to maintain a drug-free environment, the district shall cooperate to the fullest extent possible with local, state and/or federal law enforcement agencies.

Cross-Reference: Policy 9320 - Drug-Free Workplace

References:

Drug-Free Schools and Communities Act (20 USC §§3171 et seq.) Civil Service Law §75

Education Law §3020-a

Patchogue-Medford Congress of Teachers v. Board of Education, 70 NY2d 57 (1987)

ADOPTED: May 7, 1997