

Policy Information

Series 5000 - Personnel

Alcohol, Drugs, and Other Substances (School Personnel)

Policy # 5160, 1.6

POLICY

1995 5160

Personnel

SUBJECT: ALCOHOL, DRUGS AND OTHER SUBSTANCES (SCHOOL PERSONNEL)

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, shall set a positive example for students.

The Board will therefore not permit the consumption, sharing and/or selling, use and/or possession of illegal drugs, counterfeit and designer drugs or alcoholic 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.

Information about any drug and alcohol counseling and/or rehabilitation programs shall be made available to employees. Data will also include the range of penalties, (consistent with local, state and federal law), up to and including termination of employment and referral for prosecution that will be imposed on employees who have transgressed the terms of this policy.

Additionally, confidentiality shall be insured as required by state and federal law.

The Assistant Superintendent for Personnel and Finance shall review the effectiveness of the policy on a biannual basis and recommend changes to the Board, if necessary.

Standards of Conduct

It is absolutely prohibited for any employee of the BOCES to engage in the possession, use or distribution of alcohol or illicit drugs on school premises, as part of any BOCES-sponsored activity, 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.

Compliance with this standard is mandatory.

Through the Employee Assistance Program (EAP), the BOCES will provide information to all employees concerning available drug and alcohol counseling, rehabilitation and re-entry programs.

Disciplining sanctions will be taken for violation of this standard of conduct as determined by the District Superintendent. Sanctions may vary depending upon the severity of the infraction, but may include suspension, dismissal, and referral to the appropriate authorities for prosecution.

Civil Service Law Section 75

Board Approved

2/2/94

4/4/95

7/18/95

5/30/07

Adoption Date: 2/2/1994, Revised: 4/4/1995; 07/18/1995, 05/30/2007
5000 - Personnel
