

## STAFF SUBSTANCE ABUSE

The Board of Education strongly believes that all staff members are perceived, consciously or unconsciously, as role models in the school and in the community. Since substance abuse has become a national problem, particularly among children and teenagers, the Board believes that school employees must exemplify the positive benefits of a drug-free lifestyle. The Board therefore will not tolerate the illegal use, including possession, sale and/or manufacture, of drugs by staff members either in the workplace, or at any time when the effects of such drug(s) may impair the performance of their duties. In this context, alcohol is considered a drug.

The district shall maintain an employee awareness program, including information regarding substance abuse rehabilitation programs provided by local agencies.

If an employee is found to have violated the terms of this policy, he or she may be subject to a range of penalties up to and including dismissal. That employee may be required to participate in a substance abuse rehabilitation program in lieu of disciplinary action.

### *Employee Assistance Program*

The Board recognizes that the problems of alcohol and other substance use and abuse affect every segment of society. Therefore, in collaboration with district collective bargaining units, the Board may establish an employee assistance program. The Board of Education will supply information on an Employee Assistance Program.

In general, the Board shall only intervene if an employee's personal problems adversely affect his or her job performance.

### *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-ref: 9125, Drug-Free Workplace

Ref: 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)

### Mandated Policy

Effective date: January 25, 1995