

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 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 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.

As mentioned in Policy 9125, Drug-Free Workplace, 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, the employee may be subject to a range of penalties up to and including dismissal. Such 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/abuse affect every segment of society. Therefore, in collaboration with District collective bargaining units, the Board will establish an Employee Assistance Program that will provide appropriate and confidential prevention, intervention, assessment, referral, support and follow-up services for District staff. Staff members will be informed of such services and shall be encouraged to seek such help either voluntarily or in lieu of disciplinary action.

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

Drug Testing of Employees

No employee shall be subjected to urinalysis or other form of drug-testing without reasonable suspicion that the employee has been using an illegal drug(s). The school attorney shall be consulted before any implementation of such testing.

Cross-Reference: 9125, Drug-Free Workplace

Reference: Civil Service Law § 75
Education Law § 3020-a
Patchogue-Medford Congress of Teachers v. Board of Education,
70 NY2d57 (1987)