

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.

As noted in 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, he/she 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 members who seek assistance with alcohol and other substance use/abuse problems. 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. When unsatisfactory performance does occur, the District's supervisory personnel will encourage employees to seek help on their own or by providing a referral to appropriate community agencies.

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-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)

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