COUNCIL ROCK SCHOOL DISTRICT

SECTION: SUPPORT EMPLOYEES

TITLE: DRUGS/CONTROLLED SUBSTANCES/ALCOHOL ABUSE

ADOPTED: November 5, 1998

REVISED:

551. DRUGS/CONTROLLED SUBSTANCES/ALCOHOL ABUSE

1. Purpose

The abuse of alcohol and the use of illegal drugs by staff members of the Council Rock School District are incompatible with the goals of the district. In order to ensure alcohol and illegal drugs do not interfere with the goals of the district, assistance shall be provided for those employees needing such assistance.

The district's programs are designed to:

1. Establish and enforce clear policies for employees that promote an educational environment free from the abuse of alcohol and the use of illegal drugs.

2. Educate all employees of the district about the health risks associated with the use of illegal drugs and the abuse of alcohol.

3. Create a district environment that promotes and reinforces healthy, responsible living and respect for district and community standards and regulations.

4. Provide a reasonable level of care for alcohol abusers and users of illegal drugs through counseling, treatment, and referral provided by the district, the CREA Wellness Program and many available county programs.

2. Authority

It is the policy of the district to take reasonable measures to ensure that drug/alcohol use by employees does not jeopardize the safety of district employees and students nor adversely affect operations of the district.

In accordance with the district's substance abuse program and the Drug-Free Schools and Communities Act Amendments of1989, the district is informing its employees through the adoption and distribution of this policy statement about the district's policies on drugs and alcohol and about the health risks associated with the illicit use or abuse of drugs and alcohol.

3. Definition P.S. 35 Sec. 780-101 et seq	**Controlled substance** is a substance defined by federal law in Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S. Code 812). This covers all drugs and pharmaceuticals for which a license or prescription is required in order for a person to use, distribute or manufacture the substance. Virtually all prescription drugs, as well as illegal drugs, such as marijuana, heroin, cocaine, etc., are controlled substances covered by the Act. For purposes of this policy, **controlled substances** refers to both illegal drugs and unauthorized use of prescription drugs, within the school district.
4. Guidelines	Employees are expected to conduct themselves in accordance with the district's policy concerning the use of illegal drugs, controlled substances and alcohol, and in compliance with federal, State and local law. <u>Illegal Drugs/Controlled Substances</u> The district prohibits the unlawful manufacture, distribution, dispensation, possession or use of illegal drugs or controlled substances in or on school district property. Penalties will vary, dependent on the federal, State or local law that is violated. The unauthorized presence of illegal drugs or controlled substances in the body also is prohibited. Employees must notify the district of any criminal drug statute conviction for a violation occurring in the workplace not later than five (5) days after such conviction.
SC 527 Act 191 of 1988	Any support employee convicted of delivery of a controlled substance or convicted of possession of a controlled substance with the intent to deliver shall be terminated from his/her employment with the district. <u>Alcohol Abuse</u> The school district prohibits the unauthorized possession, use, manufacture, distribution or sale of alcoholic beverages in or on school district property. All members of the staff are responsible for making decisions about their behavior within the context of the law and district regulations. The district recognizes that alcoholism and drug addiction are illnesses that are not easily resolved by a personal effort and may require professional assistance and treatment.