

STAFF SUBSTANCE ABUSE

- I. All employees of the Berlin Central School District are perceived as role models in the school and the community. Substance abuse, particularly among minors, is a national problem from which the children of this school district are unfortunately not immune, therefore, the Board of Education asserts that school employees must exemplify the benefits of a drug-free way of life. The District shall not tolerate the illegal use, which term shall be understood here to include possession, sale, or manufacture, of drugs by staff members, either in the work place or at any time when the effects of such a drug or drugs may impair the employee's performance of her/his duty. Alcohol is a drug for purposes of this policy.
- II. The District shall maintain an employee awareness program, which shall include information about substance abuse rehabilitation programs that are provided by local agencies.
- III. Any employee of the District who is found to have violated the terms of this policy may be subject to a range of penalties up to and including dismissal. Such an employee may be required to participate in a substance abuse rehabilitation program in lieu of disciplinary action.
- IV. Except as may be otherwise required by law or applicable regulation, no employee shall be subjected by the District to urinalysis or other form of drug testing without reasonable individualized suspicion that the employee has been using an illegal drug. The attorney for the District shall be consulted before any such testing is conducted. An employee's failure to submit to required drug testing based upon reasonable individualized suspicion that the employee has been using an illegal drug shall be grounds for disciplinary action up to and including dismissal.
- V. The District shall cooperate in all matters concerning the illegal use of drugs to the fullest extent possible with local, state, or federal law enforcement agencies.

References

20U5C3171 etseq.

Public Law Secs. 101-226

Education Law Secs. 3012, 3020-a

Civil Service Law Sec. 75

Patchogue-Medford Congress of Teachers v. Bd. of Educ., 70 NY2d 57(1987)