

4218 SUBSTANCE ABUSE (M)

General - All Employees

No employee at any work site will possess, manufacture, use, sell, or distribute any quantity of any controlled substance, lawful or unlawful, which in sufficient quantity could result in impaired performance, with the exception of substances administered by or under the instructions of a physician.

The use of alcoholic beverages in school worksites is prohibited. Violations of this prohibition may subject an employee to disciplinary action which may include but is not limited to non-renewal, suspension, or termination at the discretion of the Board.

The unlawful manufacture, distribution, dispensing, possession of, use of or sale of any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance on or in school worksites is prohibited. Any violation may subject an employee to participation in a drug rehabilitation program and disciplinary action including but not limited to non-renewal, suspension, or termination at the discretion of the Board of Education.

For the purposes of this policy 'worksite' shall include any school building, or any school premises and any school-owned vehicles or any other school-approved vehicle used to transport pupils to and from school or school activities. Worksite also includes off-school property during any school-sponsored or school-approved activity, event or function such as a field trip or athletic event, where pupils are under the jurisdiction of the school district.

The Board of Education, as a result of criminal convictions of any criminal drug statute violation by an employee occurring outside of the worksite, may discipline said employee. Disciplinary action may include, but is not limited to non-renewal, suspension, or termination at the discretion of the Board.

~~Illegal gambling is not permitted in or on the school worksite.~~

Smoking by employees in school buildings or on school grounds is prohibited.

The Superintendent shall establish a drug-free awareness program which includes notice of the dangers of drug abuse in the workplace and available drug counseling programs and shall distribute this policy to all employees annually. New employees shall be provided with a copy of this policy prior to beginning work assignments.



Nothing in this policy should be construed in any way to authorize or require the transmittal of any information or records that are in the possession of a substance abuse counseling or treatment program including, but not limited to the school district's own substance abuse programs. All information concerning a staff member's involvement in a school intervention or treatment program shall be kept strictly confidential.

The Superintendent or designee shall not disclose, however, the identity of any pupil or staff member who has voluntarily sought and participated in an appropriate treatment or counseling program for an alcohol or other drug abuse program, providing the pupil or staff member is not reasonably believed to be involved or implicated in a drug distribution activity.

Violations

Any violation of this policy may result in discipline, up to and including termination.

Prohibited Substances

The presence, manufacture, transportation, possession, distribution, or use of a controlled dangerous substance, or drug paraphernalia, as defined by the New Jersey Statutes (N.J.S. 2C:35, N.J.S. 2C:36), or any chemical (including alcohol/anabolic steroids) or chemical compound which releases vapor or fumes causing a condition of intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system is prohibited.

Work Performance in Connection with a Federal Grant

In order for the school district to qualify for any direct Federal Grant, the District must certify that it will provide a drug-free workplace and maintain a good faith effort to continue to maintain a drug-free workplace. To this end, employees engaged in school worksites as a result of federal grant moneys shall in addition to complying with requirements of the programs shall also be in strict compliance with this policy.

The Superintendent shall notify all employees whose work performance is done in connection with a federal grant that they are to notify their respective supervisors of convictions of any criminal drug statute violation occurring in the workplace. Employees must notify their supervisors no later than five days after such conviction. To be in compliance, the district must notify the federal grant program of such conviction within ten days of receipt of said conviction.



POLICY

BLACK HORSE PIKE REGIONAL
BOARD OF EDUCATION

SUPPORT STAFF
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