

**STAFF DRUG, ALCOHOL AND SUBSTANCE ABUSE POLICY:**

The Board of Education prohibits any employee from being under the influence of any substance. Drugs prescribed by a physician are an exception. All personnel of this School District are required to immediately report the use or possession of an illegal drug or alcohol by any person on District-owned or operated property or during District off-campus activity. This report will be made to the Building Principal and/or the Superintendent of Schools.

Appropriate sanctions up to and including the dismissal of employees and referral for prosecution will be imposed on those individuals who violate this standard.

The suspicion of drug and/or alcohol abuse, including the carrying and selling of illegal drugs, will result in an investigation by the Superintendent of Schools and/or designee of persons who would have knowledge of the staff member's behavior and/or school records. If the suspicion of use has been sufficiently supported by data derived from the investigation, the Superintendent of Schools or designee will call a conference with the staff member and follow the procedure established by the Administration.

Board of Education

ADOPTED: April 20, 2017