

DRUG, ALCOHOL OR SUBSTANCE ABUSE AND TESTING FOR DRUGS, ALCOHOL OR SUBSTANCES

The Board of Trustees adheres to a policy of providing all employees, students and the public with an environment which is free of drugs, alcohol or any substance which alters a person's abilities. Further, the District affirms that all employees, students, and volunteers are required to refrain from using, possessing or being impaired by or under the influence of alcohol, drugs or other substances such as those listed below, but not limited to those only.

The Board has a deep concern about the use of, or exposure to: alcohol, narcotics, tobacco products, stimulants, classified poison and hallucinogenic drugs by employees of the district.

This concern focuses on the following:

1. The potential physical, social, psychological devastation and dependence which the use of such substances may impose upon human beings
2. The relative ease with which common forms of such substances may be obtained by, and transferred among persons
3. The need for employees to function at their most effective substance-free level of performance
4. The importance of employees and volunteers being substance-free when working with students, when working with colleagues, and when working in specific sensitive job functions where alertness and quick responses are especially important
5. The importance of involving students, employees and volunteers in constructive attempts at finding solutions to immediate and long-range challenges of substance use and abuse

In view of this concern:

1. Every effort shall be made to educate employees, student groups, volunteers and parents relative to the dangers and prevalence of use of such substances
2. Every effort shall be made to exclude alcohol, narcotics, tobacco products- and related substances from every campus, building, vehicle and space of the school district
3. When it has been established to the satisfaction of the Board, Superintendent, or a specified school principal, that an employee has, on district premises or in a district vehicle, used, sold or been in possession of substances listed above, the employee shall be terminated.

**DRUG, ALCOHOL OR SUBSTANCE ABUSE AND TESTING FOR DRUGS,
ALCOHOL OR SUBSTANCES (continued)**

Legal Reference:

EDUCATION CODE

44011 *Controlled substance offense*

44065 *Issuance of credentials*

44425 *Conviction of controlled substance offenses as grounds for revocation of credential*

44836 *Employment of certificated persons convicted of controlled substance offenses*

44940 *Compulsory leave of absence for certificated persons*

44940.5 *Procedures when employees are placed on compulsory leave of absence*

45123 *Employment after conviction of controlled substance offense*

45304 *Compulsory leave of absence for classified persons*

GOVERNMENT CODE

8350-8357 *Drug-free workplace*

THE DRUG-FREE WORKPLACE ACT OF 1988

Public Law 100-690, 5151-5160

DRUG-FREE SCHOOLS AND COMMUNITIES ACT AMENDMENT OF 1989

H.R. 3614

UNITED STATES CODE, TITLE 21

202 schedules I-V

812 Controlled Substances Act

CODE OF FEDERAL REGULATIONS, TITLE 21

1300.1-1300.15 Definitions relating to controlled substances