MIDDLETOWN AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: DRUG AND SUBSTANCE ABUSE

ADOPTED: October 14, 1991

REVISED:

451. DRUG AND SUBSTANCE ABUSE

1. Purpose

The Board recognizes that the misuse of drugs in the workplace presents a serious health and safety hazard which can have serious legal, physical and social consequences for the entire school community. The adopted curriculum of the district includes material which stresses the importance of avoiding drug and substance abuse, and the Long Range Plan for the school district has made health practices a district priority.

The Board believes that the health, safety and welfare of students, employees and school property and the educational mission of the district require the district to have a firm policy prohibiting possession or use of a controlled substance by any professional employee of the district on school premises at any time or while in the course of that employee's employment with the district at any location.

2. Authority
Act 191 of 1988
P.S. 35
Sec. 780-101
et seq

The Board prohibits the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance as that term is defined in the "The Controlled Substance, Drug, Device and Cosmetic Act" by a professional employee of the school district on school premises or at any location while such employee is acting within the course of his/her employment.

The Superintendent or a designee shall:

1. Publish a statement notifying all professional employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the workplace.

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2. Notify all professional employees in the published statement that violation of such prohibition shall result in the district's taking appropriate personnel action against such employee up to and including termination.

3. Delegation of Responsibility	The Superintendent or a designee shall establish a drug-free awareness program to inform all employees about: 1. The dangers of drug abuse in the workplace. 2. The district's policy of maintaining a drug-free workplace. 3. The availability of drug counseling, drug rehabilitation and employee assistance programs available, if any. 4. The penalties that may be imposed upon professional employees for drug abuse violations occurring in the workplace. In addition to the foregoing and in compliance with the drug-free workplace requirements for federal grant recipients, the district shall, in the published statement, notify all employees that as a condition of employment under any federal grant, the professional employee will: 1. Abide by the terms of the statement and 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.
Act 191 of 1988	The district shall be responsible for complying in all respects with the provisions of the Drug-Free Workplace Act of 1988 and with the regulations promulgated thereunder. Further, the district shall make a good faith effort to continue to maintain a drug-free workplace through the implementation of this policy.