



Center Area School District

SECTION: CLASSIFIED EMPLOYEES
 TITLE: DRUG AND SUBSTANCE ABUSE
 ADOPTED: MARCH 16, 2006
 REVISED:

551. DRUG AND SUBSTANCE ABUSE	
<p>1. Purpose</p> <p>P.L.100-690</p>	<p>The Board recognizes that the misuse of drugs is a serious problem with legal, physical and social implications for the whole school community. As such, the Board is very much concerned about the problem that may be caused by drug use by classified employees, especially as the use relates to the safety, efficiency and productivity of classified employees.</p> <p>The primary purpose and justification for any action on the part of the school staff would be the protection of the health, safety and welfare of students, staff and school property.</p>
<p>2. Definitions</p> <p>P.L.100-690</p>	<p>For the purposes of this policy, drugs shall be defined as those outlined in the Controlled Substance, Drug, Device and Cosmetic Act.</p> <p>"Conviction" shall be defined as finding of guilt(including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statute. Any classified employee convicted of delivery of controlled substance or convicted of possession of a controlled substance with the intent to deliver shall be terminated from his/her employment with the district.</p> <p>"Criminal drug statute" shall be defined as a federal or nonfederal criminal statute involving the manufacture, distribution, dispensing, use or possession of any controlled substance.</p> <p>"Drug-free workplace" shall be defined as the site for the performance of work done in connection with a specific grant at which employees are prohibited from engaging in the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance.</p>
<p>3. Delegation of Responsibility</p> <p>P.L. 101226 Sec. 5115</p>	<p>A statement notifying classified employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the classified employee's workplace shall be provided by the Superintendent and shall specify the actions that will be taken against the classified employee for</p>

