

POLICY

1992

6150

Personnel

SUBJECT: ALCOHOL, DRUGS AND OTHER SUBSTANCES (SCHOOL PERSONNEL)

The Board of Education, recognizing that students are often influenced by teachers and other members of a school's staff, impresses upon staff members the importance of maintaining a high level of professionalism appropriate to their position, which, in turn, shall set a positive example for students.

The Board, therefore, prohibits the consumption, sharing and/or selling, use and/or possession of illegal drugs, counterfeit and designer drugs or alcoholic beverages in the workplace, or when the effects of such drugs may impair an employee's job performance. The inappropriate use of prescription and over-the-counter drugs shall also be prohibited.

Information about any drug and alcohol counseling and/or rehabilitation programs shall be made available to employees. Data will also include the range of penalties, (consistent with local, state and federal law), up to and including termination of employment and referral for prosecution that will be imposed on employees who have transgressed the terms of this policy.

Additionally, confidentiality shall be insured as required by state and federal law.

Education Law Sections 913,
1711(5)(e), and 3020-a
Civil Service Law Section 75
Drug-Free Schools and Communities Act
Amendment of 1989
(Public Law 101-226)

NOTE: Refer also to Policy #7320 -- Alcohol, Drugs and Other Substances (Students).

SUBJECT: ALCOHOL, DRUGS AND OTHER SUBSTANCES (STUDENTS)

Introduction

The Board of Education of the Fabius-Pompey School District is committed to the prevention of alcohol, tobacco, and other substance use/abuse. This policy describes the philosophy of the District and the program elements the District will use to promote healthy life styles for its students and staff and to inhibit the use/abuse of alcohol, tobacco, and other substances. No person may use, possess, sell or distribute alcohol or other substances, nor may use or possess drug paraphernalia, on school grounds or at school sponsored events, except drugs as prescribed by a physician and except tobacco as permitted by other Board policy. The terms "alcohol and other substances" shall be used throughout this policy to refer to the use of all substances including, but not limited to, alcohol, tobacco, inhalants, marijuana, cocaine, LSD, PCP, amphetamines, heroin, steroids, lookalikes, and any of those substances commonly referred to as "designer drugs." The inappropriate use of prescription and over-the-counter drugs shall also be prohibited.

Additionally, the following persons shall be prohibited from entering school grounds or school-sponsored events: any person exhibiting behavior, conduct, or personal or physical characteristics indicative of having used or consumed alcohol or other substances.

This policy will be reviewed on a biennial basis to determine its effectiveness, to implement changes as needed, and ensure that the sanctions are consistently enforced.

Philosophy

The District will use the following principles as guides for the development of its substance use/abuse prevention efforts and for any disciplinary measures related to alcohol and other substances:

- a. Alcohol, tobacco, and other substance use/abuse is preventable and treatable.
- b. Alcohol and other substance use/abuse inhibits the District from carrying out its central mission of educating students.
- c. The behavior of the Board of Education, the administration, and all school staff should model the behavior asked of students.
- d. While the District can and must assume a leadership role in alcohol, tobacco, and other substance use/abuse prevention, this goal will be accomplished only through coordinated, collaborative efforts with parents, students, staff, and the community as a whole.

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SUBJECT: ALCOHOL, DRUGS AND OTHER SUBSTANCES (STUDENTS) (Cont'd.)

Prevention Curriculum

The intent of primary prevention programming is to prevent or delay the onset of alcohol, tobacco, and other substance use by students. The components of this programming shall include:

- a. A sequential K-12 prevention curriculum that provides for:
 1. Accurate and age-appropriate information about alcohol, tobacco, and other substances, including the physical, psychological, and social consequences of their use/abuse.
 2. Information about the relationship of alcohol and other substance use/abuse to other health-compromising issues such as AIDS, teenage pregnancy, eating disorders, child abuse, suicide, and dropping out of school.
 3. Helping students develop appropriate life skills to resist the use of alcohol and other substances and to promote healthy lifestyles.
 4. Helping students identify personal risk factors for alcohol and other substance use/abuse and the steps needed for risk reduction.
- b. Training school staff, parents, and guardians to use the information and skills necessary to reinforce the components of this policy in the home, school, and community.
- c. Community education about the issues of alcohol, tobacco, and other substance use/abuse as a basis for providing a consistent message to district youth.
 - d. Positive alternatives to alcohol and other substance use/abuse, such as peer leadership programs, service projects, and recreational and extracurricular activities. Such activities will be planned collaboratively by students, school staff, parents, community members, and agencies.

Intervention and Aftercare

The intent of intervention programming is to eliminate any existing use/abuse of alcohol and other substances, and to identify and provide supportive services to kindergarten through 12th grade students at high risk for such use/abuse. The components of such programming shall include:

- a. Providing alcohol and other substance use/abuse assessment and counseling services for students.
- b. Developing a referral process between District schools and community providers.
- c. Identifying and referring students to appropriate agencies when their use/abuse of alcohol and/or other substances requires counseling/treatment.

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Students

SUBJECT: ALCOHOL, DRUGS AND OTHER SUBSTANCES (STUDENTS) (Cont'd.)

- d. Providing services to students in or returning from treatment to assure that the school environment supports the process of recovery initiated in the treatment program.
- e. Providing individual, group, and family counseling on a short term basis with a referral component for students at high risk for alcohol and/or other substance use/abuse.
- f. Educating parents on when and how to access the District's intervention services.
- g. Confidentiality.

Disciplinary Measures

Disciplinary measures for students found to have used or to be using, in possession of, selling, or distributing alcohol and/or other substances and for students possessing drug paraphernalia are outlined in the District's policy on Student Rights and Responsibilities. Similar disciplinary measures for District staff are addressed in Education Law Sections 913, 1711 (5)(e), 2508 (5), and 3020-1.

Students who are disciplined for any of these infractions will be mandated to the intervention services established by this policy, or, in the case of District staff, will be referred to the Employee Assistance Program.

Staff Development

The Board recognizes that if the administrative, instructional, and non-instructional staff are to be responsible for understanding, implementing, and modeling this policy, they must be trained about the components of an effective alcohol and other substance prevention program. Staff training will be an on-going process including the following:

- a. For all staff : (a) an understanding of why individuals use and abuse alcohol and other substances; (b) their role in implementing this policy, including how to identify students who exhibit high risk behaviors or who are using/abusing alcohol and other substances, and how to refer these students to the appropriate services established by this policy; (c) awareness of personal risk factors for alcohol and other substance use/abuse so that they may identify personal use/abuse problems and seek assistance; and (d) awareness of the special needs of students returning from treatment.
- b. Additionally for teachers: the knowledge and skills necessary to implement the District's K-12 alcohol and other substance prevention curriculum.

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Students

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- c. For intervention staff: appropriate staff training for those identified to carry out the intervention function to assure that their assessment, individual, group, and family counseling and referrals skills support the needs of high-risk, using, and abusing youth.
- d. For prevention staff: appropriate staff training to assure that they have the knowledge and skills to support the application of prevention concepts through programming targeted at the school, home, and community.

Dissemination

The Superintendent will assure that the policy and regulations pertaining to controlled substances shall be made directly available -- in their entirety and/or condensed versions which convey their full meaning -- to all District employees. Building principals will assure that, in like manner, all students are appropriately informed regarding the policy and regulations. Building principals will assure that instruction pertaining to controlled substances is provided through the regular curricular program and, as may be appropriate, through the co-curricular program.

During the first semester of each school year, administrators and supervisors will arrange for the presentation, to all staff members, of information on controlled substance abuse prevention. The program will be conducted by knowledgeable personnel and will include a clarification of District policies and regulations, instruction in the identification of commonly used controlled substances, and explanation of effective approaches which can be used in dealing with students. Within two weeks after a new employee has been hired, he/she will receive similar information as part of the orientation process.

The policy will be printed in the community newsletter and will be part of both the staff and student handbooks.

Drug-Free Schools and Communities Act
Amendment of 1989
(Public Law 101-226)