

Employee Policy #351 Drug and Alcohol

Purpose:

Use of drugs and alcohol by staff in school is counter to the proper operation of an educational program. Schools have a duty to enforce regulations controlling the use and abuse of alcohol and drugs by staff.

Guidelines:

- A staff member who while on school property, during a school session, or anywhere at a school-sponsored activity, is under the influence of alcohol, drugs, or mood altering substances or possesses, uses, dispenses, sells, or aids in the procurement of alcohol, narcotics, restricted drugs, mood altering substances, or any substance purported to be a restricted or over-the-counter drug, shall be subject to discipline pursuant to the provisions and procedures outlined in Staff Discipline Policy #317.
- Possession shall include holding for others and does not constitute a defense.
- The CEO shall implement positive efforts to counter the drug and alcohol culture and to organize anti-drug and alcohol counseling.
- The Board of Trustees reserves the right to use any extraordinary measures deemed necessary to control substance abuse even if the same is not provided for specifically in any rule or regulation enumerated herein.

Delegation of Responsibility:

This policy will be implemented through the cooperative efforts of the Board of Trustees, the CEO, and community agencies of the SusQ-Cyber Charter School. The CEO will ensure this policy is enforced.

TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH APPLICABLE STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS CONTROL. THIS POLICY IS NOT INTENDED TO CONFLICT WITH CHARTER REQUIREMENT.