

Personnel

SUBJECT: ALCOHOL, TOBACCO, DRUGS, AND OTHER SUBSTANCES (STAFF)**Prohibited Conduct**

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

~~The Board, therefore, prohibits~~Accordingly, when in the workplace or when the effects of these actions may impair job performance, staff are prohibited from consuming, sharing, selling, using, and/or possessing:

- a) ~~i~~llegal drugs;
- b) Cannabis (marijuana) or any other controlled substance in schedules I through V of the Controlled Substances Act;
- c) ~~e~~Counterfeit and designer drugs;
- d) ~~d~~Drug paraphernalia; or
- e) ~~a~~Alcohol ~~in the workplace or when the effects of these actions may impair job performance.~~

Exceptions may exist for authorized medical cannabis use.

Additionally, ~~the Board prohibits~~ the misuse and/or unprescribed use of prescription and over-the-counter drugs ~~is prohibited~~ in the workplace or when the effects of these actions may impair job performance.

~~In accordance with law, regulation, and District policy, smoking and vaping are prohibited on school grounds; within 100 feet of the entrances, exits, or outdoor areas of any of the District's schools; and/or at any school-sponsored event or activity that occurs off school grounds.~~ Further, all staff are bound by the conduct prohibitions contained in District policy #5640 -- Smoking, Tobacco, and Cannabis (Marijuana) Use.

Disciplinary Measures

Staff will be informed of the range of penalties or consequences, up to and including; termination of employment, that may be imposed for engaging in prohibited conduct. Penalties and

consequences will be in accordance with any applicable law, District policy, collective bargaining agreement, and/or other similar document.

Information on Substance Use Related Services

The Superintendent has designated one or more individuals to provide information regarding where and how to find available substance use related services to students, parents, and staff.

The designated individual(s) for the District is the Head Nurse (RN).

(Continued)

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(Cont'd.)**

Any information provided by a student, parent, or staff member to the designated individual(s) will not be used in any school disciplinary proceeding and will, in addition to any other applicable privilege, be considered confidential in accordance with law.

20 USC §§ 6083(a), 7118, and 7973(a)
41 USC § 8101 et seq.
[Cannabis Law § 127](#)
Civil Service Law § 75
Education Law §§ 409, 2801, 3020-a, and 3038
[Labor Law § 201-d](#)
[Penal Law § 222.10](#)
Public Health Law §§ [1399-n](#) and [1399-o](#)

NOTE: Refer also to Policies #3410 -- Code of Conduct
#5640 -- Smoking, ~~Tobacco~~, and Cannabis (Marijuana) Use
#7320 -- Alcohol, Tobacco, Drugs, and Other Substances (Students)
District Code of Conduct

Adopted: 8/5/96

Revised: 7/6/98, 9/9/19