

MEMORANDUM TO STAFF MEMBERS ON
FEDERAL REGULATIONS CONCERNING DRUG PREVENTION

In accordance with Federal Law, the Board of Education prohibits the manufacture, use, possession, concealment, dispensation or distribution of drugs by employees on Board grounds, in Board owned or operated vehicles, or at any Board-related event. Drugs includes any alcoholic beverage, anabolic steroid, controlled substance as defined by State statute, or substance that could be considered a "look-a-like" controlled substance. Compliance with this policy is mandatory for all staff members. Any employee who violates this policy will be subject to disciplinary action, in accordance with due process, up to and including termination. When appropriate or required by law, the Board will also notify law enforcement officials.

The County is concerned about any staff member who is a victim of alcohol or drug abuse and will facilitate the process by which s/he receives help through programs and services available in the community, upon request. A staff member should contact his/her supervisor or the Superintendent's office whenever such help is needed.