

OLDHAM COUNTY BOARD OF EDUCATION POLICY

DRUG, ALCOHOL and TOBACCO-FREE WORKPLACE

5027

References: U. S. Drug-Free Workplace Act of 1988, Pro Children Acts of 1994 and 2001 45 CFR Part 76, Subpart F
Relates to: Policies 5025, 2006, 9069

I. DRUG AND ALCOHOL USE PROHIBITED

The Oldham County School District intends to maintain a drug and alcohol-free workplace. The following conduct is strictly prohibited:

1. The buying, selling, transportation, possession, manufacture, distribution or use of intoxicants, including alcohol, or any controlled substances as defined by law while on district property, during work hours (including meal periods), while assigned to extra duty or special projects, including those held after or in addition to regular school hours and while driving between work sites during the work day in either a district-supplied vehicle or a vehicle supplied by the employee;
2. Reporting for work under the influence of alcohol, intoxicants or any controlled substance. The individual is considered to be “under the influence of alcohol, intoxicants and/or a controlled substance” when, in the district’s determination, the controlled substance, alcohol or intoxicant impairs the individual’s ability to safely and/or efficiently perform assigned work OR prevents the employee from presenting a positive role model to students.

If the district has reasonable grounds to believe that an employee is under the influence of intoxicants, including alcohol or any controlled substance, the district may require the employee to submit to immediate testing by trained medical personnel. Refusal to submit immediately to such tests may result in disciplinary action, up to and including dismissal. “Reasonable grounds” may include, but are not limited to, such things as slurred speech, dilated pupils, peculiar odors, and unsteady balance.

The term "controlled substance" is defined in federal regulation and includes such drugs as marijuana, narcotics, steroids, hallucinogens and illegal stimulants or depressants.

II. TOBACCO USE PROHIBITED

Tobacco use by staff is prohibited in school facilities, on school district property, and in district-owned vehicles at all times. This prohibition extends to staff during school-related trips. “Tobacco use” includes cigarettes, cigars, chewing tobacco, and any other tobacco delivery device.

III. ENFORCEMENT

The district reserves the right, with prior notice and reasonable suspicion, to conduct searches on district property of employees and/or their personal property that is on the district’s premises.

The district also reserves the right, with prior notice and reasonable suspicion, to conduct searches of district property, vehicles or equipment at any time. A refusal to submit to a search may result in disciplinary action, up to and including dismissal.

The administration will develop appropriate regulations, procedures and such notifications as are needed for an orderly implementation of this policy.

Employees who violate this policy will be penalized with sanctions ranging from reprimand to termination (*See Board Policy 5025*). Violations may also result in notification to proper authorities.