

Personnel

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

The Marlboro Board of Education is committed to the prevention of alcohol, tobacco, and other substance use and abuse. This policy describes the philosophy of the District and the program elements the District will use to promote wellness for its students and staff and to inhibit the use and abuse of alcohol, tobacco, and other substances.

No person may use, possess, sell or distribute alcohol or other substances, nor may any person use or possess drug paraphernalia on school grounds or at school-sponsored events, except drugs as prescribed by a physician. The term "alcohol and other substances" shall be construed 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, look-alikes, 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, or any person who school personnel have reasonable grounds to suspect has used alcohol or other substances.

The Superintendent or his/her designee shall establish a drug-free-zone awareness program to inform students, parents, and employees about:

- a) The dangers of illicit drug use;
- b) The District's policy of maintaining a drug-free environment;
- c) Any available drug counseling, rehabilitation, and employee assistance programs;
- d) The penalties that may be imposed for drug abuse violations.

In order to educate students on the dangers associated with substance abuse, the health education curriculum shall include developmentally appropriate instruction concerning the prevention of drug abuse for grades K-12. The Superintendent or his/her designee will biennially review District goals, exit outcomes, and curriculum implementation relating to Drug Education and Prevention programs and report to the District-wide Comprehensive Health Committee. Additionally, this curriculum shall be reviewed twice a year by the Board of Education and a system of assessing and measuring the outcomes of this instruction will be instituted by the District Superintendent. Further, the Superintendent will report twice annually to the Board on the results of the monitoring of this program.

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(Cont'd.)**

Any staff member observing narcotics possession or usage by students shall report the incident immediately to the Superintendent or his/her designee. The Superintendent/designee shall then seek immediate action as per the District Code of Conduct. Any narcotics found shall be confiscated immediately, followed by notification of the parent(s) or guardian(s) of the student(s) involved and the appropriate disciplinary action taken. In its effort to maintain a drug-free environment, the District shall cooperate to the fullest extent possible with local, state and/or federal law enforcement agencies.

All staff or students suspected or actually involved in substance abuse shall be referred to appropriate counseling service.

In all cases, the principal should inform the parent and student of options that may be used in dealing with the drug-related problems. It is the obligation and the responsibility of the parent and student to adhere to mutually agreed upon intervention options. These options may include the use of the counseling services within the school system, including participation in school-sponsored "rap sessions" on a scheduled basis, or the involvement of specific faculty personnel upon the request of the student and the approval of the principal. Private professional therapy such as mental health or psychological services may also be considered, as may the use of accredited, state-sponsored rehabilitative, therapeutic or preventive facilities. The cost of these latter options would not be the responsibility of the School District.

When it becomes apparent that students cannot benefit from the drug or alcohol abuse prevention services offered by the school, it may be necessary to refer such students to appropriate community or other outside agencies. Such referral procedures which include information on agencies and counseling should be established for every school in the District, and lines of communication should be established with each agency with whom contact for referral may be made.

In general, the student should be interviewed privately to determine the extent and nature of problem and to be prepared for referral. Referral should be made to the appropriate agency after the principal or coordinator in the school has become familiar with the needs of the individual pupil, in consultation with other staff members, as appropriate. If this course of action is taken, students should be given the opportunity of informing parents themselves. A parental conference should be conducted in such a manner as not to frighten parents and at the same time not to minimize the problem.

As a general rule, all cases of emergency related to drug abuse should be reported in the same manner as other serious incidents occurring in schools. However, entries regarding drug abuse should not be recorded on the student's cumulative record card. All data, suspicions and evidence of drug use should be held in strictest confidence, except as may be needed in referring or resolving the individual problem.

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The Board recognizes that the problems of alcohol and other substance use and abuse effect every segment of society. Therefore, in collaboration with District collective bargaining units, the Board will establish an employee assistance program that will provide appropriate and confidential prevention, intervention, assessment, referral, support and follow-up services for District staff. Staff members will be informed of such help either voluntarily or in lieu of disciplinary action.

In general, the Board shall only intervene if an employee's personal problems adversely affect his/her job performance.

The information contained in this policy shall be promulgated to the community, staff, and students, at least twice during the school year and all new staff or students will be advised of its contents prior to start of work or classes.

The Superintendent is also directed to inaugurate comprehensive in-service training of staff in the recognition, prevention, and intervention in the area of substance abuse.

Education Law Sections 913, 1711(2)(e), and 3020-a
Civil Service Law Section 75
Safe and Drug-Free Schools and Communities Act
20 United States Code (USC.) Section 7101 et seq.

NOTE: Refer also to Policies #3410 – Code of Conduct on School Property
#6560 – Employee Assistance Program
#7320 – Alcohol, Tobacco, Drugs and Other Substances (Students)
District Code of Conduct on School Property

Adopted: 8/19/04