

CENTRAL FULTON SCHOOL DISTRICT

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: DRUG AND SUBSTANCE
ABUSE

ADOPTED: February 12, 2002

REVISED:

<p>1. Purpose</p> <p>2. Definitions P.S. 35 Sec. 780-101 et seq</p> <p>P.L. 100-690</p> <p>3. Authority</p>	<p style="text-align: center;">351. DRUG AND SUBSTANCE ABUSE</p> <p>Recognizing that the misuse of drugs is a serious problem with legal, physical and social implications for the whole school community, the Central Fulton School Board has adopted this policy. Its primary purpose is the protection of the health, safety and welfare of the students, staff, and property of the school district.</p> <p>Drugs or Controlled Substances – those outlined in the Controlled Substance, Drug, Device and Cosmetic Act.</p> <p>Conviction – a finding of guilt including a plea of nolo contendere or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the federal and state criminal drug statute.</p> <p>Criminal Drug Statute – a federal or non-federal criminal statute involving the manufacture, distribution, dispensing, use or possession of any controlled substance.</p> <p>Drug-free Workplace – the location at which school business is carried out, namely all of the school buildings, play grounds, parking lots, athletic fields, and grounds which are the property of the district, and all school buses, vans and cars which are the property of or are under contract to the district.</p> <p>It is the intent of the district to maintain a drug free workplace for its students and staff. To accomplish this objective, the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited. Written notification of this policy will be provided to every employee and student by the Superintendent.</p> <p>Further, as a condition of employment, the employee agrees to notify the district of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction.</p>
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<p>4. Delegation of Responsibility P.L. 101-226 Sec. 5115</p> <p>SC 527</p>	<p>A statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the employee's workplace shall be provided by the Superintendent and shall specify the actions that will be taken against the employee for violation of this policy, up to and including termination and referral for prosecution.</p> <p>Grantors of funds shall be notified within ten (10) days after the district receives notice from an employee or receives actual notice of a conviction.</p> <p>Within thirty (30) days of such notification of conviction of possession, the district shall require the employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by federal, state or local health, law enforcement, or other appropriate agency.</p> <p>A second conviction shall result in the district instituting dismissal proceedings.</p> <p>Should an employee be convicted of the delivery of a controlled substance, or convicted of possession of a controlled substance with the intent to deliver, the employment of said employee shall be terminated as required by law.</p> <p>In establishing a drug-free awareness program, the Superintendent shall inform employees about:</p> <ol style="list-style-type: none">1. Dangers of drug abuse in the workplace.2. District's policy of maintaining a drug-free workplace.3. Availability of drug counseling, drug rehabilitation, and employee assistance programs.4. Penalties that may be imposed for drug abuse violations occurring in the workplace. <p>The district shall make every effort to maintain a drug-free workplace and campus through the implementation of this policy and the student discipline policies of the district.</p>
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