

***Employee Use or Possession of Drugs, Controlled Substances and Alcohol***

The Board recognizes that the use and misuse of drugs and alcohol is a serious problem with legal, physical and social implications for the entire school community.

The Board prohibits the unlawful use, possession or distribution of any drug and/or controlled substance and/or alcoholic beverage on school property or at any school-sponsored event. Employees found to be in possession of or using such drugs or alcohol on school property or at school sponsored events shall be subject to disciplinary action, including termination of employment and referral for prosecution, in accordance with law and contractual agreements.

The Superintendent of Schools or designee shall implement and distribute to all employees regulations for this policy which shall include notification that the unlawful use, possession or distribution of any drug and/or controlled substance and/or alcoholic beverage on any property of the Newburgh Enlarged City School District or at any school-sponsored event, by any employee, is prohibited. The District shall provide information to employees concerning drug and alcohol counseling, rehabilitation and re-entry programs.

The Superintendent or designee shall establish a drug/alcohol free awareness program.

For purposes of this policy, "drugs" shall mean any substance defined as a dangerous drug in the New York State Penal Code, all designer drugs and all alcoholic beverages.