

FAYETTEVILLE (AR) SCHOOL DISTRICT NO. 1

REGULATION OF CONTROLLED SUBSTANCES

In an effort to create a healthy environment for students and staff members, and in compliance with the provisions of Public Law 101-226, the Fayetteville Board of Education prohibits the possession, use, or distribution of illegal drugs and alcohol by its employees on school district property or as a part of any school activity involving students.

All employees are prohibited from being under the influence of any illegal drug or alcohol on school premises or at any school activity. "Under the influence" of alcohol shall be defined as exhibiting obviously impaired behavior.

The school district will attempt to assist any employee in need of alcohol or drug counseling or rehabilitation. Employees who have not been found in violation of this policy and who think they may have a dependency on drugs or alcohol and who wish to seek treatment for this dependency may avoid disciplinary action if they report their condition to the principal or superintendent and enroll in a qualified treatment program within two weeks of such report. The employee satisfying these conditions will be granted full use of the leave policies of the Fayetteville School District.

School officials will cooperate fully with law enforcement personnel in the investigation of any drug- or alcohol-related incidents involving school employees.

Violation of the standards of conduct outlined in this policy may result in any of the following disciplinary actions:

1. Referral to, and completion of, an appropriate counseling/rehabilitation program.
2. Referral for prosecution.
(Employees involved in above disciplinary actions may be granted used of the district's leave policies.)
3. Non-renewal of contract (in compliance with Policy No. 4119).
4. Dismissal from employment (in compliance with Policy No. 4119).

Approved: 9-28-90