

LAMPETER-STRASBURG SCHOOL DISTRICT
Lampeter, Pennsylvania 17537

DRUG/ALCOHOL FREE WORKPLACE

PURPOSE

The Lampeter-Strasburg School District strives to provide a safe, positive work environment and encourages personal health and well being. The Board recognizes the dangers of drug/alcohol abuse and the deleterious effect that drug/alcohol abuse can have on employees and the educational program of the School District. The Board is committed to maintaining a drug and alcohol free workplace, and to encouraging any affected employee to seek appropriate assistance.

DEFINITION

For the purpose of this policy, the following terms shall have the following meanings:

"Controlled Substance " means

Any controlled substance in Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812) or as further defined by regulation at 21 CFR 1300.11 through 1300.15. The term "controlled substance" includes opiates (e.g. heroin, morphine, codeine, methadone), cocaine and "crack", cannabinoid (e.g. marijuana, hashish), amphetamines, barbiturates, benzodiazepines (e.g. valium and librium) and other narcotic and hallucinogens (e.g. phencyclidine (PCP)), methaqualone (quaalude and peyote (LSD)); and

Any substance which is represented as being, or which is thought to be by the person who possesses or uses or distributes the substance, a controlled substance, e.g. "look-alike drugs".

"Conviction" means a finding of guilty (including a plea of nolo contendere in any court or other judicial body responsible for determining violations of any federal or state criminal drug statute.

"Criminal drug statute" means any federal or state statute relating to the manufacture, distribution, dispensing, use or possession of any controlled substance.

"Workplace" means any school building or school premises; any school owned vehicle or any school approved vehicle used to transport students to and from school or school activities; and off school property during any school sponsored activity, event or function, such as a field trip or athletic event where students are under the jurisdiction of the School District.

POLICY

As a condition of continuing employment, each employee shall abide by the terms of this policy.

A copy of this policy shall be provided to each employee of the School District upon employment and on an annual basis.

No employee shall distribute, sell, dispense, possess, use or be under the influence of any controlled substance during working hours or while in the workplace.

No employee shall distribute, sell, dispense, possess, use or be under the influence of alcohol or alcoholic beverages during working hours or while in the workplace.

An employee shall report to the Superintendent his/her conviction, or the conviction of any other employee, under the criminal drug statute. Such report shall be made within five (5) days after such conviction.

In the event there is reasonable cause to believe that an employee is using or is under the influence of alcohol or a controlled substance during working hours or while in the workplace, the employee may be required to be examined by a physician selected by the School District. The employee may request district approval of his/her personal physician.

Any employee who violates any provision of this policy may be required to participate in an approved drug/alcohol abuse assistance rehabilitation program. In addition, any employee who violates any provision of this policy shall be subject to disciplinary action up to and including suspension without pay, termination of employment, and referral for prosecution. Any employee who is convicted under any criminal drug statute of sale, delivery or possession with intent to deliver a controlled substance shall be discharged.

The Superintendent shall be responsible for carrying forth all actions which are necessary to comply with the provisions of applicable law relating to drug or alcohol abuse, including without limitation (a) notifying the appropriate federal fund granting agency within ten (10) days after receiving actual notice of an employee's conviction under any criminal drug statute and (b) recommending and/or taking appropriate action as required by this policy and applicable law.

Insurance coverage for mental and nervous disorders and alcohol or drug abuse dependency is available as per the Collective Bargaining Agreement. Information on the terms, provisions, and conditions of the policy effective July 1, 1999, are in the Lampeter-Strasburg School District Employee Benefit Program Booklet, and Collective Bargaining Agreement 2009-2012.

COMMUNITY RESOURCES

Alcohol Abuse and Addiction Information & Treatment
1-800-333-2294

Alcoholics Anonymous
1116 Manheim Pike
Lancaster, PA 17601
394-3238

Catholic Charities of Diocese of Harrisburg
925 North Duke Street
Lancaster, PA 17602
299-3659

Drug and Alcohol Commission, Lancaster County
150 N. Queen Street
Lancaster, PA 17602
299-8023

Drug and Alcohol Rehabilitation Services
121 South Prince Street
Lancaster, PA 17603
393-6003

Family and Children Services
630 Janet Avenue
Lancaster, PA 17601
397-5241

Compass Mark
630 Janet Avenue
Lancaster, PA 17601
299-2831

Lancaster Freedom Center
436 North Lime Street
Lancaster, PA 17603
397-9118

Penn State Milton S. Hershey Medical Center
500 University Drive
Hershey, PA 17033
1-800-243-1455

Lancaster Regional Medical Center
250 College Avenue
Lancaster, PA 17603
291-8211