

Alcohol, Drugs and Tobacco

Alcohol and Drugs

It shall be the policy of the Milford Board of Education that a drug-free workplace shall be maintained at all times. This policy expressly forbids the illegal possession, use or distribution of scheduled drugs and the possession, use or distribution of illicit drugs and alcoholic beverages on any of the premises of the Milford Public Schools or at any school activity, whether or not such activity occurs on or off school property. Should any employee of the Board be found to have violated the above sanctions, he or she shall have appropriate action taken against them. Such action may include the employee being required to participate in a drug abuse assistance or rehabilitation program, referral to appropriate authorities for criminal prosecution, or other personnel action including, but not limited to, a letter of reprimand, suspension, or termination from employment.

Tobacco

The Milford Board of Education is committed to maintaining and improving the health and well-being of students and employees. Medical research has shown that smoking poses a significant risk to the health of the smoker and non-smoker alike. In the face of such overwhelming evidence about smoking as a health hazard, and in keeping with the Board's commitment to the well-being of its students and employees, the Board adopts the following:

Consistent with state law, smoking is prohibited at all times in all buildings under the jurisdiction of the Board of Education and in all facilities where the Board of Education activities transpire. Smoking is not permitted on school grounds while school is in session.

Legal Reference: Drug-Free Workplace Act 102 Stat. 4305-4308
Drug-Free Schools and Community Act, P.L. 99-570, as amended by P.L. 101.226 (199)
21 U.S.C. 812, Controlled Substances Act, I through V, 202.
21 C.F.R. 1300.11 through 1300.15 regulation
54 Fed. Reg. 4946 (1989)
Connecticut General Statutes
1-21b Smoking prohibited in certain places

Policy Approved: April 11, 1995

MILFORD PUBLIC SCHOOLS
Milford, CT

Alcohol, Drugs, and Tobacco Regulation

As a part of this policy, the Administration shall:

1. Inform in writing, the entire staff and all new employees of the system that the Milford Public Schools shall be drug free and of the sanctions possibly resulting from a violation of this policy;
2. Report any suspected violation of the standards of conduct contained in this policy directly to the Superintendent of Schools or designee who will immediately investigate the allegation and meet with the alleged violator;
3. Insure that similarly situated violations are treated in a similar manner;
4. Conduct a biennial review to:
 - A. Determine the effectiveness of its disciplinary program and implement changes to the program, if needed; and
 - B. Insure that the disciplinary sanctions described above are consistently enforced;
5. Provide all employees with information about any drug and alcohol counseling and rehabilitation and re-entry programs that are available to employees.
6. Notify all employees that compliance with this policy is mandatory.
7. Retain all records, documents and results of the biennial review and any other information related to the Milford School District's compliance with the Drug-Free Schools and Communities Act for three (3) years after the fiscal year in which the record was created.

Regulation Approved: April 11, 1995

MILFORD PUBLIC SCHOOLS
Milford, CT

PERSONNEL-CERTIFIED/NON-CERTIFIED
ALCOHOL/DRUG-FREE WORKPLACE

DRUG/ALCOHOL-FREE WORKPLACE ACKNOWLEDGEMENT FORM

The Milford Board of Education adopted Board Policy 4118.231 regarding a Drug/Alcohol-Free Workplace on April 11, 1995.

YOU ARE HEREBY NOTIFIED that it is a violation of the policy of the Milford Board of Education for any employee to unlawfully manufacture, distribute, dispense, possess or use on or in the workplace any alcoholic, narcotic drug, hallucinogenic-drug or amphetamine, barbiturate, marijuana or any other controlled substance, as defined in schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined by regulation 21 C.F.R. 1300.11 through 1300.15.

“Workplace” is defined as the site for the performance of work done while in the employ of the Milford Public Schools. That includes a school building or other school premises; any school-owned vehicle or any other school approved vehicle used to transport students to and from school or school activities; off school property during any school-sponsored or school-approved activity, event or function, such as field trip or athletic event, where students are under the jurisdiction of the school district.

YOU ARE FURTHER NOTIFIED that it is a condition of your continued employment that you will comply with the above policy of the school district and you will notify your supervisor of your conviction of any criminal drug statute for a violation occurring in the workplace, not later than five (5) days after such conviction.

Any employee who violates the terms of the school district’s drug/alcohol free workplace policy may be required to successfully complete an appropriate rehabilitation program, may have his contract of employment non-renewed or may be suspended or may be terminated from his/her employment and the school district, at the discretion of the Board.

I have received a copy of the Drug/Alcohol-Free Workplace policy and regulations.

NAME (PRINT)

SIGNATURE

DATE