

## **Personnel -- Certified/Non-Certified**

### **Alcohol, Drugs, and Tobacco**

#### **Alcohol and Drugs**

The Stafford Board of Education prohibits the unlawful manufacture, distribution, sale, possession, or use of illicit drugs, mood/behavior affecting substances and alcohol by employees of the Stafford Board of Education on school property before, during and after work hours or at any school-sponsored activity. "School property" is defined as any land and all temporary and permanent structures comprising the district's elementary and secondary schools, and administrative office buildings and includes, but is not limited to classrooms, hallways, storage facilities, theaters, gymnasiums, fields and parking lots. "School sponsored activity" means any activity sponsored, recognized or authorized by a board of education and includes activities conducted on or off school property. Any employee of the Stafford Board of Education found to be in violation of this standard and/or to be convicted of any violation occurring in the workplace relative to the criminal drug statutes shall be subject to sanctions imposed by the Board.

For the purpose of this policy "conviction" means 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 violation of the Federal or State criminal drug statutes. "Criminal drug statutes" means criminal statutes involving manufacture, distribution, dispensation, use or possession of illicit drugs.

The "workplace" is defined to mean the site or sites where the employee performs his/her job duties on or off school property. That includes, but is not limited to, any school building or any school premises; any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities; and off school property during any school-sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the school district.

Each employee shall notify his or her supervisor of his or her conviction occurring in the workplace as defined above, no later than 5 days after such conviction.

Sanctions implemented by the Board regarding any employee found to be in violation of this policy are as follows:

1. Disciplinary action which may include immediate removal from the workplace, suspension without pay, termination of employment, and referral for prosecution; and
2. The Stafford Board of Education may require such employee to satisfactorily participate in an alcohol or drug abuse assistance or rehabilitation program approved for such purpose by a Federal, State, or local health, law enforcement, or other appropriate agency and available through such agencies as Stafford Family Services and Johnson Memorial Hospital. Any recurring violation on the part of Board of Education employees who have undergone such rehabilitation services will result in termination of employment.

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### **Alcohol, Drugs, and Tobacco (continued)**

Employees shall only use prescription drugs on school property, or during the conduct of Board business that have been prescribed by a licensed medical practitioner, and such drugs shall be used only as prescribed. However, in accordance with Conn. Gen. Stat. §§ 21a-408a through 408q, the Board specifically prohibits the palliative use of marijuana on school property, at any school-sponsored or school-approved activity, event or function such as a field trip or athletic event, whether on or off school property where students are under the jurisdiction of the school district, in any school-owned vehicle or any other vehicle approved to transport students to and from school or school activities, or during the conduct of Board business, and specifically prohibits employees from being under the influence of intoxicating substances, including marijuana used for palliative purposes, during work hours.

### **Tobacco**

The Stafford Board of Education is committed to educating, maintaining and improving the health and well-being of all employees, students, and visitors. Medical research shows that smoking and the use of smokeless tobacco products pose a significant health risk to smokers and non-smokers. In the face of overwhelming evidence about smoking as a health hazard and in order to provide a safe and healthy environment, the Stafford Board of Education believes in a smoke/tobacco-free workplace. The Board has established a smoke/tobacco-free policy that represents an integral part of the Stafford Public Schools Drug, Alcohol and Tobacco Prevention Program.

The Stafford Board of Education accepts the educational principles that one teaches best by example, and that in schools all employees serve as role models to the student body.

Therefore, smoking of any kind, including smoking using an electronic nicotine delivery system (e.g., e-cigarettes) or vapor products, and the use of tobacco products is prohibited in any building, transportation vehicle under the direction of the Board of Education, on school grounds or at any "school" sponsored event at any time. For purposes of this policy, the term "electronic nicotine delivery system" shall mean an electronic device that may be used to simulate smoking in the delivery of nicotine or other substance to a person inhaling from the device and includes, but is not limited to, an electronic cigarette, electronic cigar, electronic cigarillo, electronic pipe or electronic hookah and any related device and any cartridge or other component of such device, and the term "vapor product" shall mean any product that employs a heating element, power source, electronic circuit or other electronic, chemical or mechanical means, regardless of shape or size, to produce a vapor that may or may not contain nicotine, that is inhaled by the user of such product.

For the purposes of this policy, "tobacco product" is defined to include, but is not limited to, cigarettes, cigars, blunts, bidis, pipes, chewing tobacco and all other forms of smokeless tobacco, rolling papers, any items containing or reasonably resembling tobacco or tobacco products, such as electronic cigarettes, and any other tobacco or nicotine innovations.

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**Alcohol, Drugs, and Tobacco (continued)**

There will be a regularly scheduled review of this policy by the Board to determine its effectiveness and to implement changes if needed to ensure that disciplinary sanctions are consistently enforced. This policy, which will be distributed to all Board of Education employees, supplements and does not replace any personnel rules applicable to all employees of the Stafford Board of Education.

**Definitions**

**“School property”** means any land and all temporary and permanent structures comprising the district’s elementary and secondary schools, and administrative office building and includes, but is not limited to, classrooms, hallways, storage facilities, theatres, gymnasiums, fields and parking lots.

**“School-sponsored activity”** means any activity sponsored, recognized or authorized by a board of education and includes activities conducted on or off school property.

Legal Reference:

Connecticut General Statutes:

Conn. Gen. Stat. § 10-233a(h) (definition of school-sponsored activity)

Conn. Gen. Stat. § 21a-408a through 408q (palliative use of marijuana)

Public Act 14-76, “An Act Concerning The Governor’s Recommendations Regarding Electronic Nicotine Delivery Systems And Youth Smoking Prevention”

Public Act 15-206, “An Act Regulating Electronic Nicotine Delivery Systems and Vapor Products”

United States Code:

Safe and Drug-Free Schools and Community Act, 41 U.S.C. Section 7101 et seq.

Pro-Children Act of 2001, Pub. L. 107-110, 115 Stat. 1174, 20 U.S.C. § 7183

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