

**Number: 551**  
**Section: EMPLOYEE DRUG AND ALCOHOL ABUSE POLICY**  
**Title:**  
**Adopted: AUGUST 21, 1989**  
**Revised: AUGUST 25, 2005**

**Mifflin County  
School District**

<b>EFFECTIVE  DATE:  Sept. 1, 2005</b>	<b><u>I. OBJECTIVE</u></b>	1
	The Board of School Directors of the Mifflin County School District recognizes that the misuse of drugs and alcohol is a serious problem with legal, physical, social and moral implications in the school community.	2
	As such, the Board of School Directors of the Mifflin County School District is vitally concerned about the problems that may be caused by drug and alcohol use by employees as the use relates to the safety, efficiency, health and productivity of employees, and the role model impact on students.	3
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	<b><u>II. DEFINITIONS</u></b>	13
	“Drugs” shall be defined as those outlined in the Controlled Substance, Drug, Device and Cosmetic Act (P.S. 35, Sec. 780-101)	14
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	“Conviction” shall be defined as finding of guilt (including a plea of nolo contendere or plea of guilty) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the state or federal criminal drug statutes, irrespective of whether violations occurred on or off school property.	18
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	“Criminal Drug Statute” means a Federal or nonfederal criminal statute involving the manufacture, distribution, dispensing, use or possession of any controlled substance.	24
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	Alcohol-related convictions include public drunkenness as well as DUI or DAI convictions.	28
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	“Drug-Free and Alcohol-Free Workplace” means the site(s) for the performance of work and/or any supervisory responsibility for students on or off school property.	31
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	<b><u>III. PROVISIONS</u></b>	35
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	A. <u>Good Faith Effort</u>	38
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	In establishing the Employee Drug and Alcohol Abuse Policy, the School District, under the direction of the Superintendent, shall inform all employees, professional and otherwise:	40
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	<p>1. of the dangers inherent in drug and alcohol abuse,</p> <p>2. of the School District's Policy of maintaining drug-free, alcohol-free schools,</p> <p>3. of the availability of drug and alcohol counseling and related services in the community,</p> <p><b>B. <u>Employee Responsibility</u></b></p> <p>As a condition of employment, employees will notify the employer (Mifflin County School District) of any criminal drug or alcohol statute conviction for a violation occurring in the workplace and off the workplace no later than five (5) days after such conviction.</p> <p><b>C. <u>Penalty</u></b></p> <p>Upon conviction, as defined in this Policy, employees of the Mifflin County School District will be terminated from their employment.</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p> <p>26</p> <p>27</p> <p>28</p> <p>29</p> <p>30</p> <p>31</p> <p>32</p> <p>33</p> <p>34</p> <p>35</p> <p>36</p> <p>37</p> <p>38</p> <p>39</p> <p>40</p> <p>44</p> <p>45</p> <p>46</p> <p>47</p> <p>48</p> <p>49</p> <p>50</p>
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