

Personnel - Certified/Non-Certified

Alcohol, Drugs, and Tobacco

It shall be the policy of the Ledyard 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 under the control of the Ledyard Board of Education or at any school activity, whether or not such activity occurs on or off school property. In addition, employees who are on school property or at any school activity while under the influence of alcohol or illicit drugs are in violation of this policy.

Employees of the Board found to have violated the above 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.

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 Ledyard 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 who will immediately investigate the allegation and meet with the alleged violator;
3. Insure that similar 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 Ledyard 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.

Tobacco

The Ledyard Board of Education is committed to maintaining and improving the health and well-being of students and employees alike.

It shall be the policy of the Ledyard Board of Education to discourage the use of tobacco and tobacco products. Therefore, the Board adopts the following:

1. Smoking is prohibited at all times in all buildings under the jurisdiction of the Board of Education.

2. Smoking is prohibited within the immediate vicinity of any building structures from 7:30 a.m. to 3:30 p.m., Monday through Friday.

3. Steps shall be taken annually to make students and employees aware of the dangers of smoking.

4. Possession of tobacco products by students is prohibited in any school building and on all school buses.

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 adopted: November 2, 1994
Policy revised: January 17, 1996

LEDYARD PUBLIC SCHOOLS
Ledyard, Connecticut