

4118.231
4218.231

Personnel - Certified

Drugs, Alcohol, and Tobacco- Regulation

Illicit Drugs, Alcohol

Employees who violate policy prohibiting the use, distribution, or unlawful possession of illicit drugs, alcohol or tobacco on school premises or during any school related activity will be subject to disciplinary sanctions up to and including termination of employment and referral for prosecution. Disciplinary sanctions may include completion of an appropriate rehabilitation program.

Tobacco

Smoking or other uses of tobacco products are prohibited in the Brookfield Public Schools, on transportation provided by the Board of Education, or during the course of any trip or activity sponsored by the Board. Certified staff found in violation of Board of Education policy 4118.231, will be subject to the following actions:

- First Violation - The staff member will meet with the principal and be informed that he/she is in violation of the policy.
- Second Violation - The staff member will submit a written plan to the principal insuring his/her compliance with the policy.
- Third Violation - The staff member will be referred to the Superintendent for a discussion of the violation.

Legal Reference: Connecticut General Statutes

Drug-Free Workplace Act. 102-Stat. 4305-4308
54 Fed. Reg. 4946 (1989)

Regulation
Adopted: 3/16/88
Revised: 5/1/91
Revised: 8/16/91

BROOKFIELD PUBLIC SCHOOLS
Brookfield, Connecticut