

Bandon School District 54

ALCOHOL/CONTROLLED SUBSTANCE USE

The following conduct is strictly prohibited and will subject an employee to immediate discipline, up to and including termination:

1. The buying, selling, transportation, possession, provision or use of intoxicants or any controlled substances as defined by law while on district property, during work hours (including meal periods), and while assigned to extra duty or special projects, including those held after or in addition to regular school hours;
2. Reporting for work under the influence of alcohol, intoxicants or any controlled substance. An individual is considered to be "under the influence of alcohol, intoxicants and/or a controlled substance" when, in the district's determination, the controlled substance is at a level that it may impair the individual's ability to safely and/or efficiently perform assigned work OR prevent the employee from presenting a positive role model to students.

If the district has reasonable grounds to believe that an individual is under the influence of intoxicants or any controlled substance, the district may require the individual immediately submit to a field impairment test, blood alcohol content test given by a third party or breathalyzer test. Refusal to immediately submit to such tests may result in disciplinary action, up to and including dismissal. "Reasonable grounds" may include, but are not limited to, such things as slurred speech, dilated pupils, peculiar odors and unsteady balance.

The district reserves the right, with prior notice and reasonable suspicion, to conduct searches on district property of employees and/or their personal property which is on the district's premises. The district also reserves the right, with prior notice and reasonable suspicion, to conduct searches of district property, vehicles or equipment at any time. A refusal to submit to a search may result in disciplinary action, up to and including dismissal.

The administration will develop appropriate regulations, procedures, consent forms, and such notifications as are needed for an orderly implementation of this policy.

END OF POLICY

Legal References:

ORS 475.005 to 475.997
 ORS 475.992
 ORS 475.999

(continued)

*Add urine analysis,
 Blood test for
 Drugs*

ALCOHOL/CONTROLLED SUBSTANCE USE - GBCBA (cont'd.)

ORS 659.225
ORS 659.227

OAR 581-20-000 to -045
OAR 839-06-225

Controlled Substances Act, 21 U.S.C. 812, section 202, schedules I through V,
21 C.F.R. 1308.11 through 1308.15.