

MARAIS DES CYGNES VALLEY U.S.D. 456

Drug Free Schools and Communities Act

The unlawful possession, use, or distribution of illicit drugs and alcohol by students or school employees on school premises or as a part of any school activity is prohibited. This policy is required by the 1989 amendments to the Drug Free Schools and Communities Act, P.L. 102-226. This policy, and any curriculum used in conjunction with it, shall be evaluated at least every-other year using criteria developed by the superintendent and approved by the board. The board shall receive a report after each of these reviews is conducted.

CURRICULUM

All the district's students shall be made aware of the legal, social and health consequences of drug and alcohol use. Students shall be instructed on effective techniques for resisting peer pressure to use illicit drugs or alcohol. Student shall also be informed that the use of illicit drugs and the unlawful possession and use of alcohol is both wrong and harmful.

The board has adopted a comprehensive drug and alcohol abuse and prevention program as part of the district's curriculum. The curriculum is age-appropriate and developmentally based to reach students at all ages and levels of education within the district.

EMPLOYEE CONDUCT

As a condition of continued employment in the district, all employees shall abide by the terms of this policy. Employees shall not unlawfully manufacture, distribute, dispense, possess or use illicit drugs, controlled substances, or alcoholic beverages on district property or at any school activity. Compliance with the terms of this policy will be reported to the appropriate law enforcement officers. Additionally an employee who violates the terms of this policy will be subject to the following sanctions:

- (1) Short term suspension with pay;
- (2) Short term suspension without pay;
- (3) Long term suspension without pay;
- (4) Required participation in a drug and alcohol education, treatment, counseling, or rehabilitation program;
- (5) Termination or dismissal from employment.

Prior to applying sanctions under this policy, employees will be afforded all due process rights to which they are entitled under their contracts or the provisions of Kansas Law. Nothing in this policy is intended to diminish the right of the district to take any other disciplinary action which is provided for in district policies or the negotiated agreement.

If it is agreed that an employee shall enter into and complete a drug education or rehabilitation program, the cost of such program will be borne by the employee. Drug and alcohol counseling and rehabilitation programs are available for employees of the district. A list of available programs along with names and addresses of contact persons for the program is on file with the board clerk.

Employees are responsible for contacting the directors of the programs to determine the cost and length of the program, and for enrolling in the programs.

A copy of this policy and drug and alcohol counseling and rehabilitation programs shall be provided to all employees.

Approved 8-13-1990

ANTI-DRUG POLICY ACKNOWLEDGEMENT
U.S.D. 456 – MARAIS DES CYGNES VALLEY

I have been provided, have read, and do understand the Drug Free Schools and Communities Act which has been adopted by U.S.D. 456 Board of Education.

Signature

Date