

**POLICY CONCERNING ALCOHOL AND OTHER SUBSTANCES  
FOR ADULTS**

**INTRODUCTION**

The Board of Education of the North Colonie Central Schools is committed to the prevention of use and/or abuse of alcohol and illegal chemical substances in schools and on district property. Throughout this Policy and Administrative Regulations, the terms chemical abuse and substance abuse refer to alcohol, cocaine, marijuana, steroids and all controlled or imitation controlled substances according to the laws of New York State.

The District is committed to the goal of eliminating alcohol and other substance use/abuse in schools and on district property. In the development of its substance use/abuse prevention efforts and for any disciplinary measure related to alcohol and other controlled substances, the District will be guided by the following principles:

- \* Substance use/abuse is preventable and treatable.
- \* The abuse of alcohol and other controlled substances inhibits the District from carrying out its primary purpose of educating students.
- \* The goal of substance use/abuse prevention efforts will be accomplished only through coordinated, collaborative efforts with parents, students, staff, and the community as a whole.

The district will have zero tolerance for alcohol and/or substance use/abuse during teaching hours for instructional employees and/or work schedules for non-instructional employees. Therefore, no staff member acting within the scope of his or her employment and/or on any district property may possess, sell, distribute or have imbibed alcohol or other drugs (except medication prescribed by a physician), nor may they use or possess drug paraphernalia during teaching hours and/or work hours for non-instructional employees.

Any employee of the District who is found to have violated the terms of this policy may be subject to a range of penalties up to and including dismissal. Such an employee may be required to participate in an alcohol or substance abuse rehabilitation program in lieu of, or in addition to, disciplinary action.

Policy Adopted: June 23, 1997