



Book Policy Manual  
 Section Series 4000 Instructional and Support Personnel  
 Title EMPLOYEE SUBSTANCE ABUSE  
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**BRICK TOWNSHIP BOARD OF EDUCATION  
 Policy**

	Monitored
X	Mandated
X	Other Reasons

EMPLOYEE SUBSTANCE ABUSE

General All Employees

The use of alcoholic beverages in school worksites is prohibited. Violations of this prohibition may subject an employee to disciplinary action which may include but is not limited to nonrenewal, suspension, or termination at the discretion of the Board.

The unlawful manufacture, distribution, dispensing, possession of, use of or sale of any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance on or in school worksites is prohibited. Any violation may subject an employee to participation in a drug rehabilitation program and disciplinary action including but not limited to nonrenewal, suspension, or termination at the discretion of the Board of Education.

For the purposes of this policy "worksite" shall include any school building, or any school premises and any schoolowned vehicles or any other schoolapproved vehicle used to transport students to and from school or school activities. Worksite also includes offschool property during any schoolsponsored or schoolapproved activity, event or function such as a field trip or athletic event, where students are under the jurisdiction of the school district.

The Brick Township Board of Education, as a result of criminal convictions of any criminal drug statute violation by an employee occurring outside of the worksite, may discipline said employee. Disciplinary action may include, but is not limited to nonrenewal, suspension, or termination at the discretion of the Board.

Illegal gambling is not permitted in or on the school worksite.

Smoking by employees in school buildings or on school grounds is prohibited. For purposes of this policy, "smoking" means inhaling the burning or vapor of a lighted cigar, cigarette, pipe, electronic smoking device or any other matter or substance which contains tobacco. Chewing tobacco is also specifically prohibited by this policy.

The superintendent shall establish a drugfree awareness program which includes notice of the dangers of drug abuse in the workplace and available drug counseling, rehabilitation and assistance programs and shall distribute this policy to all

employees annually. New employees shall be provided with a copy of this policy prior to beginning work assignments.

### Work Performance in Connection with a Federal Grant

In order for the school district to qualify for any direct federal grant, the district must certify that it will provide a drugfree workplace and maintain a good faith effort to continue to maintain a drugfree workplace. To this end, employees engaged in school worksites as a result of federal grant moneys shall in addition to complying with requirements of the programs also be in strict compliance with this policy.

The superintendent shall notify all employees whose work performance is done in connection with a federal grant that they are to notify their respective supervisors of convictions of any criminal drug statute violation occurring in the workplace. Employees must notify their supervisors no later than five days after such conviction. To be in compliance, the district must notify the federal grant program of such conviction within 10 days of receipt of said conviction.

### Key Words

Smoking; Drinking; Drugs; Smoking Prohibition; Employee Smoking, Drinking, Use of Drugs on School Premises

Legal

- [N.J.S.A. 2C 33-16: Alcoholic beverages; bringing or possession on school property by person of legal age; penalty](#)
- [N.J.S.A. 2C 35-1 et seq: Comprehensive Drug Reform Act of 1987](#)
- [N.J.S.A. 18A 11-1: General mandatory powers and duties](#)
- [N.J.S.A. 18A 16-2 through -5: Physical examinations; requirement](#)
- [N.J.S.A. 18A 27-4: Power of boards of education to make rules governing employment of teacher, etc.; employment thereunder](#)
- [N.J.S.A. 18A 36-32: Fine for permitting cigarette machines on school property](#)
- [N.J.S.A. 18A 54-20: Powers of board](#)
- [N.J.S.A. 26 3D-55 et seq: New Jersey Smoke-Free Air Act](#)
- [N.J.A.C. 6A 16-6.3 Reporting students or staff members to law enforcement authorities](#)
- [N.J.A.C. 6A 26-12.2 Policies and procedures for school facility operation](#)
- [41 USC 81 Drug-Free Workplace Act of 1988](#)
- [Anti-Drug Abuse Act of 1988](#)
- [Every Student Succeeds Act, Pub. L. 114-95, 20 U.S.C.A. 6301 et seq.](#)
- [New Jersey Constitution, Art. IV, § VII, par. 2](#)

Last Modified by Sandra Beyer on December 22, 2017