

Drug-Free and Alcohol-Free Environment

The Solano County Office of Education (SCOE) believes that a drug-free and alcohol-free school and work environment is essential to SCOE operations. The County Superintendent or designee shall:

1. Publish and give to each employee a notification that the unlawful manufacture, distribution, dispensation, possession, use, or being under the influence of any alcoholic beverage, drug, or controlled substance is prohibited before, during, or after school or work hours at school or any other SCOE workplace. The notification shall specify the actions that will be taken against employees who violate this prohibition. The notification shall also state that as a condition of employment, the employee will abide by the terms it specifies and notify the personnel office within five (5) days, of any criminal drug statute conviction for a violation occurring in the workplace.
2. Establish a drug-free, alcohol-free awareness program to inform employees about:
 - a. The dangers of drug/alcohol abuse in the workplace.
 - b. The policy of maintaining a drug-free, alcohol-free workplace.
 - c. Any available drug counseling, rehabilitation, and employee assistance programs.
 - d. The penalties that may be imposed on employees for drug/alcohol abuse violations.
3. Notify federal agencies with whom contracts are held or from whom grants are received within ten (10) days after receiving notification of any criminal drug statute conviction for a violation occurring in the workplace.

Within thirty (30) days after receiving such notification, the Superintendent or designee shall either initiate appropriate personnel action against the employee, up to and including termination, or shall require the employee to satisfactorily participate in a drug/alcohol abuse assistance or rehabilitation program approved for such purposes by an appropriate governmental agency.

4. Make a good faith effort to continue maintaining a drug-free workplace through implementation of this policy.

Legal Reference:

EDUCATION CODE

- 44011 Controlled substance offense
- 44065 Issuance of credentials
- 44425 Conviction of controlled substance offenses as grounds for revocation of credential
- 44836 Employment of certificated persons convicted of controlled substance offenses
- 44940 Compulsory leave of absence for certificated persons
- 44940.5 Procedures when employees are placed on compulsory leave of absence
- 45123 Employment after conviction of controlled substance offense
- 45304 Compulsory leave of absence for classified persons

GOVERNMENT CODE

- 8350-8357 Drug-Free workplace

OFFICE OF THE SOLANO COUNTY SUPERINTENDENT OF SCHOOLS

Policy 7110.2 (Continued)

FEDERAL PUBLIC LAW

- 848(q) Anti-Drug Abuse Act of 1988
- 100-690, Sections 5151-5160 Title V, Subtitle D, Drug-Free Workplace Act of 1988
- 101-226 Drug-Free Schools and Communities Act Amendments of 1989

UNITED STATES CODE, TITLE 41

- 701 - 707 The Drug-Free Workplace Act

UNITED STATES CODE, TITLE 20

- 7101 - 7143 Safe and Drug-Free Schools and Communities Act

CONTROLLED SUBSTANCES ACT,

- 202 schedules I-V, 21 USC, 812

CODE OF FEDERAL REGULATIONS, TITLE 21

- 1300.1 - 1300.15 Department of Justice Drug Enforcement

Policy Cross-Reference:

- 1250 Visitors/Outsiders
- 4020 Drug and Alcohol-Free Workplace
- 4112 Appointment and Conditions of Employment
- 4112.42 Drug and Alcohol Testing for School Bus Drivers
- 4112.5 Criminal Record Check
- 4112.9 Employee Notifications
- 4118 Suspension/Disciplinary Action
- 4158 Employee Security
- 4218 Dismissal/Suspension/Disciplinary Action
- 4310.6 Standards for Employees
- 5131.6 Alcohol and Other Drugs
- 5131.61 Drug Testing
- 5144.1 Suspension and Expulsion/Due Process
- 5144.2 Suspension and Expulsion/Due Process (Students with Disabilities)
- 5149 At-Risk Students
- 7110.1 Tobacco-Free Environment