

The Monhegan School recognizes that substance abuse dependency is a treatable disease. If left untreated, however, dependency on alcohol and drugs may result in serious personal, family and community problems. The Monhegan School is equally concerned about the effects that alcohol and drug dependency have on an employee's work performance and his/her ability to be a positive influence (role model) for Monhegan school students.

Therefore, the School Committee has approved a drug-free workplace policy whose key points are listed below. This policy covers both students and employees of the Monhegan School.

The School Committee agrees that all full or part-time employees and all students should be afforded the opportunity to work and learn in an environment free from alcohol and drug abuse. It expects all employees to report for work and to perform their duties in a manner which does not jeopardize the health, safety and well-being of co-workers and students.

Employees at the Monhegan School who suspect that they may have an alcohol or drug dependency problem are encouraged to seek voluntary diagnosis and treatment for such a problem. The existing staff and the School Committee will provide the necessary confidential information and/or referral services to respective members of the staff - keeping all such voluntary inquiries and referrals confidential.

Monhegan School employees are strictly prohibited from possessing, furnishing or selling alcoholic beverages or scheduled drugs (as stated in Title 17-A, Section 1101) at any school facility or at any school-sponsored event or activity. Employees are also prohibited from obtaining such substances illegally.

Violations of any of the prohibitions in the paragraph above will constitute sufficient grounds for Monhegan School employee(s) probation or dismissal from employment.

All K-8 students and employees are expected to comply with the standards of conduct embodied in the school's substance abuse policy and procedures.

In order to ensure the health, safety and well-being of students, and a drug-free workplace for employees and students, it is the School Committee's intent that students will be assisted in learning how to abstain from the use of alcohol and drugs.

All students will be provided with current chemical and alcohol abuse prevention information, including agencies (like Alcoholics Anonymous) available for help with alcohol and chemical dependency.

The teacher will intervene immediately to assist a student who has become chemically involved and take steps to assure that this involvement with substance abuse is documented and reported to parents (or guardians) and, if appropriate, to helping agencies. It is school policy to help a student overcome such obstacles, with the intent of keeping the student in school.

In some instances student violators may be subject to suspension, expulsion (unless they are exceptionally-classified students) or other corrective measures for:

- A. Unlawful possession, use or sale, or otherwise furnishing or being under the influence of any controlled substance listed in Title 17-A, Section 1101, an alcoholic beverage or an intoxicant of any kind; or
- B. Unlawfully offering, arranging, or negotiating to sell any controlled substance listed in Title 17-A, Section 1101, an alcoholic beverage or an intoxicant of any kind.

With respect to any necessary aftercare required by students or employees for substance abuse rehabilitation, the School Committee will work cooperatively with students, parents, family members and community agencies to see that referrals to local or regional aftercare agencies and programs are recommended.

The School Committee will review its SUBSTANCE ABUSE POLICY AND PROCEDURES with all

employees at two School Committee meetings in each school year. The teacher will discuss these policy statements with the students annually. Each September the School Committee will send a copy of these policies to parents (or guardians) of Monhegan School children and employees of the Monhegan School.

The School's Due Process Guidelines for both students and employees will be utilized, as appropriate, whenever one of its substance abuse policies is violated.

Adopted: 08/31/90