

PERSONNEL: GENERAL

Drug and Alcohol Free Workplace

The Berryessa Union School District shall maintain a drug and alcohol-free workplace.

The district prohibits the unlawful manufacture, distribution, dispensing, possession, use or being under the influence of a controlled substance or alcohol beverage at any district school site or work site. The term “work site” encompasses all district property, whether owned, leased, or rented, and includes all district vehicles. In accordance with state law and establish district procedures, the district will discipline employees who violate this policy up to and including termination, and may require employees to participate satisfactorily in a drug-rehabilitation program.

Legal Reference: Business & Professions Code
25608 School Property (prohibits possession of alcohol)

Education Code

- 44011 “Controlled Substance Offense” defined
- 44276.1 School Safety
- 44346 Grounds for Denial of Certificate(Controlled Substances)
- 44425 Conviction of Narcotic Offense as Grounds for Revocation of Credential
- 44436 Conviction of Narcotic Offense as Grounds for Revocation of Credential by County Board
- 44940 Mandatory Leave of Absence Offense (Certificated Employees)
- 45123 Employment After Conviction for Controlled Substance Offense (Classified Employees)

United States Code

- 41 U.S.C. Section 701 Drug-Free Workplace Act of 1988

Policy Adopted: July 13, 1989
Revised Policy Adopted: December 16, 1997