

Any employee of the School District who is diagnosed as dependent on alcohol or drugs shall receive the same consideration as employees with other serious illnesses.

The employee will be placed on sick leave under the terms of the pertinent contract or working conditions until he or she presents to the Human Resources Manager a plan of treatment from a medical professional, a certified counselor, or an accredited treatment facility. The employee will be required to present periodic documentation of ongoing treatment whether he or she remains on sick leave or returns to work.

The employee will be at risk of dismissal or other disciplinary action if he or she:

1. Uses alcohol or drugs (other than those prescribed by a physician) in the schools or on school grounds,
2. Exhibits behavior that is harmful or potentially harmful to students or other employees,
3. Does not obtain professional treatment,
4. Refuses to provide documentation of treatment,
5. Does not meet the goals of the treatment plan in a timely fashion,
6. Refuses to submit to independent testing at school district expense when requested to do so by school authorities, or
7. Has a recurrence of chemical or alcohol abuse after treatment.

Law Reference: 41 OSCA Sect. 701

Appendix Reference:

Date Adopted: December 13, 1990

Revision Dates: September 9, 2004

Last Review Date: September 9, 2004