

NORTHERN WESTMORELAND CAREER AND TECHNOLOGY CENTER

SECTION: PROFESSIONAL EMPLOYEES
TITLE: DRUG AND SUBSTANCE ABUSE
ADOPTED: October 20, 2011
REVISED:

451. DRUG AND SUBSTANCE ABUSE	
<p>1. Purpose</p> <p>P.L. 100-690</p>	<p>The Joint Operating Committee recognizes that the misuse of drugs is a serious problem with legal, physical and social implications for the entire school community and is concerned about the problems that may be caused by drug use by employees, especially as the use relates to an employee's safety, efficiency and productivity.</p> <p>The primary purpose and justification for any action by the center will be for the protection of the health, safety and welfare of students, staff and school property.</p>
<p>2. Definitions</p> <p>35 P.S. Sec. 780-101 et seq</p> <p>P.L. 100-690</p>	<p>Drugs - shall be defined as those outlined in the Controlled Substance, Drug, Device and Cosmetic Act.</p> <p>Conviction - a finding of guilt, including a plea of nolo contendere, or imposition of sentence, or both by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statute.</p> <p>Criminal Drug Statute - a federal or nonfederal criminal statute involving the manufacture, distribution, dispensing, use or possession of any controlled substance.</p> <p>Drug-free Workplace - the site for the performance of work at which employees are prohibited from engaging in the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance.</p>
<p>3. Authority</p>	<p>The Joint Operating Committee requires that each professional employee be given notification that, as a condition of employment, the employee will abide by the terms of this policy and notify the center of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction.</p>

451. DRUG AND SUBSTANCE ABUSE - Pg. 3

35 P.S.
Sec. 780-101 et seq

P.L. 100-690
P.L. 101-226
Sec. 5115