

Ordinance 2025/26-15

Section 7-5.1. Prohibited Conduct; discipline; distribution of policy; drug free awareness program required. — A. The Suffolk School Board is committed to maintaining a Drug-Free Workplace. Employees may not unlawfully manufacture, distribute, dispense, possess or use a controlled substance on school property, at any school activity or on any school-sponsored trip. It is a condition of employment that each employee of the School Board will not engage in such prohibited conduct and will notify the School Board of any criminal drug conviction for a violation occurring on school property, at any school activity or on any school-sponsored trip no later than 5 days after such conviction. An employee who is convicted of criminal drug activity for a violation occurring on school property, at any school activity or on any school-sponsored trip will be subject to discipline, as outlined below. ~~appropriate discipline, up to and including termination, or required to satisfactorily participate in a drug abuse assistance or rehabilitation program.~~

B. Within 30 days of receiving a notice of conviction, as described above, from a School Board employee ~~as described above,~~ the superintendent and School Board will take appropriate personnel action, against the employee who is convicted up to and including dismissal ~~of any employee found to have engaged in prohibited conduct listed above~~ or will require the employee who is convicted to satisfactorily participate ~~satisfactory participation~~ in a drug abuse assistance or rehabilitation program approved by a federal, state, or local health, law enforcement, or other appropriate agency.

C. All School Board employees are given a copy of this policy.

D. Suffolk Public Schools shall establish a drug-free awareness program to inform school employees about the dangers of drug use and abuse in the workplace, the School Board's policy of maintaining a drug-free workplace, ~~any the~~ available drug counseling, rehabilitation, and employee assistance programs and the penalties that may be imposed upon employees for violations of laws and policies regarding drug abuse. (Adopted August 10, 1995; Revised November 11, 1999; Ordinance Number 99/00-17; Revised: September 9, 2004; Ordinance Number 04/05-3; Effective Date: July 1, 2005; Revised June 9, 2016; Ordinance Number 15/16-54; Effective Date: July 1, 2016; Ordinance Number 20/21-32; Revised/Effective Date: May 13, 2021)

Legal Authority – 41 U.S.C. §§ 8103, 8104 and Virginia Code § 22.1-78.