

Seaside School District 10

Code: **GBCBA**
Adopted: 7/26/07

Alcohol/Controlled Substance Use

The following conduct is strictly prohibited and will subject an employee to immediate discipline, including termination:

1. The buying, selling, transportation, possession, providing or use of intoxicants or any controlled substances as defined by law while on District property during work hours (including meal periods), and while assigned to extra duty or special projects, including those held after or in addition to regular school hours;
2. Reporting for work under the influence of alcohol, intoxicants or any controlled substance. An individual is considered to be "under the influence of alcohol, intoxicants and/or a controlled substance" when, in the District's determination, the controlled substance is at a level that it may impair the individual's ability to safely and/or efficiently perform assigned work, prevent the employee from presenting a positive role model to students, or cause discredit to the District.

If the District has reasonable grounds to believe than an individual is under the influence of intoxicants or any controlled substance, the District may require the individual immediately submit to a field impairment test, blood alcohol content test or breathalyzer test. Refusal to immediately submit to such tests may result in disciplinary action, up to and including dismissal.

The District reserves the right to conduct searches of District property, vehicles or equipment at any time.

The administration will develop appropriate regulations, procedures, consent forms, and such notifications as are needed for an orderly implementation of this policy.

END OF POLICY

Legal Reference(s):

[ORS Chapter 475](#)
[ORS 657.176](#)
[ORS 659.840](#)
[ORS 659A.300](#)

[OAR 581-053-0015](#)
[OAR 581-053-0545](#) (4)(c)(R,S,T)
[OAR 581-053-0550](#) (5)(t,u,v)

[OAR 584-020-0040](#)
[OAR 839-006-0200](#) to -0265

Controlled Substances Act, 21 U.S.C. Section 812, schedules I through V, 21 CFR 1308.11-1308.15 (2000).
Americans with Disabilities Act of 1990, 42 U.S.C., Sections 12101-12213; 29 CFR Part 1630 (2000); 28 CFR Part 35 (2000).