

EMPLOYEE SUBSTANCE ABUSE TESTING

The Indian Township and Pleasant Point Passamaquoddy School Committees believe that it is in the best interest of the Passamaquoddy Tribe and the students and staff of Indian Township and Beatrice Rafferty Schools to address the issue of substance abuse affecting the tribal community.

The School Committees hereby adopts guidelines, under the title "Pleasant Point and Indian Township Employee Substance Abuse Testing Procedures," for testing applicants for employment and for probable cause testing and random testing of employees. For the purpose of this policy and procedure, "applicants" shall include persons already employed by the Indian Township or Pleasant Point Passamaquoddy School Committees who apply for positions other than those in which they are currently employed.

The School Committees encourage employees to voluntarily seek assistance for substance abuse problems. An employee who voluntarily admits to a substance abuse problem will be directed to the Indian Township or Beatrice Rafferty Employee Assistance Program (EAP) and will be encouraged to voluntarily participate in a rehabilitation program. At its discretion, the School Committee may suspend an employee and allow him/her to participate in a rehabilitation program. An employee who admits to a substance abuse problem and fails to take immediate steps toward rehabilitation will be subject to disciplinary action, including termination.

An employee who refuses to participate in testing on the basis of probable cause will be subject to disciplinary action, including suspension or termination. An employee who refuses to participate in the random substance abuse testing program will be terminated.

The Superintendent will be responsible for ensuring that the substance abuse testing procedures are followed and evaluated on a regular basis.

Any substantive changes in these guidelines will be subject to approval by the individual Passamaquoddy School Committees.

IISC Adopted 12/11/09
ITSC Adopted 12/11/09
PPSC Adopted 12/11/09

IISC Opt-Out 02/22/10