

DRUG FREE SCHOOLSEmployee Conduct

As a condition of continued employment in the district, all employees shall abide by the terms of policy. Employees shall not unlawfully manufacture, distribute, possess or use illicit drugs, controlled substances, or alcoholic beverages on district property or at any school sponsored student activity. Compliance with the terms of this policy is mandatory. Employees who are found violating the terms of this policy shall be reported to the appropriate law enforcement officers. Additionally, an employee who is guilty of the terms of this policy shall be subject to the following sanction:

1. Termination or dismissal from employment.

Prior to applying sanctions under this policy, employees will be afforded all due process rights to which they are entitled under their contract or the provisions of Kansas law. Nothing in this policy is intended to diminish the right of the district to take any other disciplinary action which is provided for in district policies or the negotiated agreement.

If it is agreed that an employee shall enter into and complete a drug education or rehabilitation program, the cost of such program shall be the responsibility of the employee. Drug and alcohol counseling and rehabilitation programs are available for employees of the district. A list of available programs are listed below.

Employees are responsible for contacting the directors of the programs to determine the cost and length of the program, and for enrolling in the programs.

A copy of this policy and a list of available drug and alcohol counseling programs shall be provided to all employees.

Counseling Center, 501 S. Ninnescah, Pratt, KS. 67124
Ph. 672-7546

Horizon Mental Health, 101 E. Eighth, Pratt, KS. 67124
Ph. 672-2332