



WOODBIDGE SCHOOL DISTRICT

40 Beecher Road – South
Woodbridge, Connecticut 06525

MEMORANDUM

Jonathan S. Budd, Ph.D. – Superintendent
jbudd@woodbridgeps.org

TO: Woodbridge Board of Education Policy Committee

FROM: Jonathan S. Budd, Ph.D., Superintendent

DATE: December 9, 2021

RE: Proposed Revision of Policy 4118.231/4218.231, “Drugs, Alcohol, and Tobacco”

Please find attached a proposed revision of Policy 4118.231/4218.231, a personnel policy, to represent changes required by Connecticut Public Act 21-1 in regard to cannabis, as well as other changes to align with statutory updates and the recommendations of the Connecticut Association of Boards of Education (CABE). The proposed changes are represented in red.

Personnel - Certified/Non-Certified

Drugs and Alcohol and Tobacco

Drugs and Alcohol ~~and Tobacco~~

For purposes of this policy, “drugs” are defined as any substance other than food or water that is intended to be taken or administered (ingested, injected, applied, implanted, inhaled, etc.) for the purpose of altering, sustaining, or controlling the recipient’s physical, mental, or emotional state. Drugs may include, but not be limited to, alcoholic beverages; controlled substances such as marijuana (cannabis), hallucinogens, cocaine, barbiturates, amphetamines, narcotics, and non-authorized prescription drugs. For purposes of this policy, “controlled substances” shall include all controlled substances prohibited by federal and State law, look-alike drugs, alcoholic beverages, anabolic steroids, drug paraphernalia, any volatile solvents or inhalants, such as but not limited to glue and aerosol products, and prescription or patent drugs, except those for which permission for use in school has been granted pursuant to Board policy. For purposes of this policy, “under the influence” shall include any consumption or ingestion of controlled substances by an employee.

There shall be no use, distribution, or unlawful possession of illicit drugs or alcohol in the building, on the grounds, on transportation provided ~~or contracted~~ by the ~~school~~ District, or at any event, trip or activity sponsored by the ~~school~~ District or under supervision of the ~~school~~ District. ~~and as set forth in the policy on Administration of Medication.~~ Employees who violate ~~the standard of conduct~~ this policy ~~prohibiting the use, distribution, or unlawful possession of illicit drugs or alcohol on school District premises or during any school District related activity (or under supervision of the Board)~~ may be subject to disciplinary sanctions up to and including termination of employment and referral for criminal prosecution ~~imposed on employees who violate this standard of conduct~~. Disciplinary sanctions may include completion of an appropriate rehabilitation program.

Tobacco

For purposes of this policy, “electronic nicotine delivery system” is defined as an electronic device that may be used to simulate smoking in the delivery of nicotine, cannabis, or other substance to a person inhaling from the device, and includes, but is not limited to, an electronic cigarette, electronic cigar, electronic cigarillo, electronic pipe, or electronic hookah and any related device and any cartridge or other component of such device. For purposes of this policy, “vapor product” is defined as any product that employs a heating element, power source, electronic circuit, or other electronic, chemical, or mechanical means, regardless of shape or size, to produce a vapor that may or may not include nicotine or cannabis that is inhaled by the user of such product.

There shall be no smoking or any other unauthorized use or possession of tobacco, tobacco products, including chewing tobacco or tobacco paraphernalia, electronic nicotine delivery systems, or vapor products by employees in any school building, on any vehicle provided or contracted by the District, on any school grounds, or during any District-/school-sponsored activity at any time. ~~on school property, or transportation provided by the Board of Education, or during the course of and trip or activities sponsored by the school or under the supervision of the school.~~

~~The following action will be taken for employees who violate the policy which prohibits smoking in school buildings and grounds.~~

~~**First Offense:** The supervising administrator will verbally remind the employee of the policy and provide a written copy of the policy.~~

~~**Second Offense:** Upon the second offense, the supervising administrator will provide a written warning.~~

~~**Third Offense:** The employee will be suspended without pay. The length of suspension will be determined by the Superintendent.~~

~~**Fourth Offense:** The employee will be dismissed.~~

Any employee who fails to comply with the requirements of this policy shall be subject to discipline, up to and including termination of employment.

Legal Reference: Drug-Free Workplace Act. 102 Stat. 4305-4308.

Drug-Free Schools and Community Act, P.L. 99-507, as amended by P.L. 101-226 (199)

21 U.S.C. 812, Controlled Substances Act, I through V, 202.

21 C.F.R. 1300.11 through 1300.15 regulation.

54 Fed. Reg. 4946 (1989)

Connecticut General Statutes

[1-21b](#) Smoking prohibited in certain places.

Policy adopted: ~~November 19, 2012~~

WOODBRIIDGE PUBLIC SCHOOLS
Woodbridge, Connecticut