

POLICY

BOARD OF EDUCATION OF MONTGOMERY COUNTY

Related Entries:	COF-EA, COF-RA, COH-EA, EEB-RA, GBB-RA, IGO-RA, IGP-RA, JFA, JFA-RA, JGA, JGB-RA, JPC-RA, KGA-RA
Responsible Offices:	Chief Academic Officer Chief Operating Officer Deputy Superintendent of School Support and Improvement

Preventing Alcohol, Tobacco, and Other Drug Abuse in Montgomery County Public Schools

A. PURPOSE

The purpose of this policy is to provide a framework for creating and maintaining a safe environment for teaching, learning, and working within Montgomery County Public Schools (MCPS) that is free of alcohol, tobacco, and other drugs.

B. ISSUE

The Montgomery County Board of Education (Board) recognizes the harmful impact of the abuse of alcohol, tobacco, and other drugs on society as a whole, as well as the particular impact of abusing these and other highly addictive chemicals and medications on the physical, social-emotional, and intellectual development of students. The Board affirms its interest in working with parents/guardians and community groups to provide students with the knowledge, decision-making skills, and health-enhancing strategies essential for students to achieve their physical, social-emotional, and academic potential. As an employer, the Board further affirms the employee wellness systems set forth in Board Policy GAA, *Positive Work Environment in a Self-Renewing Organization*, and the Board's interest in maintaining a workplace that is free of alcohol, tobacco, and other drugs.

MCPS will coordinate with the community and provide, as appropriate, prevention and education regarding legal and illegal substances; assistance, intervention, referrals, and counseling; and, when necessary, will pursue penalties for those who violate laws, Board policies, and MCPS regulations regarding alcohol, tobacco, and other drugs.

C. POSITION

MCPS employees and students are expected to adhere to federal, state, and local laws and demonstrate through their actions, deeds, and teachings that they do not encourage or condone alcohol, tobacco, or other drug abuse.

The Board is committed to keeping the possession, use, and distribution of alcohol, tobacco, and other drugs off MCPS property.

In this policy, MCPS property means any school or other facility, including grounds owned or operated by MCPS, MCPS buses, and other MCPS vehicles, and the facility and/or grounds of any MCPS-sponsored activity involving students. It is not the intent of this policy to prohibit the legal activity of MCPS employees off MCPS property, during non-duty hours.

1. Communication and Education

- a) MCPS notifies employees, students, and parents/guardians of Board policies, MCPS regulations, and pertinent laws designed to create a safe environment for teaching, learning, and working that is free of alcohol, tobacco, and other drugs.
- b) MCPS develops and implements a comprehensive, research-based health education curriculum for students, beginning in the elementary grades. The curriculum addresses factors that influence the use of alcohol, tobacco, and other drugs; the harmful impact of the abuse of alcohol, tobacco, and other drugs on society as a whole; as well as the particular impact of abusing these and other chemicals and medications on the physical, social-emotional, and intellectual development of individuals.
- c) MCPS develops, implements, and supports prevention programs and encourages students to help other students avoid involvement with alcohol, tobacco, and other drugs.

2. Identification and Assistance

- a) MCPS, in cooperation with the community, promotes access to personal assistance for students and employees to prevent or treat abuse of alcohol, tobacco, and other drugs.

- (1) Assistance for students may include direct provision of services or referral to, as appropriate, in-school counseling services, student support organizations, alternative programs, public or private treatment programs, and other community services and supports.
- (2) Assistance to employees is provided through the Employee Assistance Program, pursuant to Board Policy GAA, *Positive Work Environment in a Self-Renewing Organization*.

b) MCPS will establish procedures for communicating with parents or guardians of minor-age students about whom employees are concerned, in a manner that respects confidentiality.

3. Coordination of Community Resources

MCPS will participate in community-wide efforts to combat the possession, use, and distribution of alcohol and other drugs. MCPS supports and encourages partnerships with the community, community health providers, and other local, state, and federal agencies to increase access to prevention or treatment services addressing the problems associated with alcohol and other drug abuse.

4. Enforcement

- a) MCPS will ensure that prompt action is taken to achieve the overall purpose of a safe school environment that is free of alcohol, tobacco, and other drugs, as follows:
- (1) Enforce measures to ban the sale or use of tobacco on MCPS property, and to ban the possession of tobacco or tobacco products by students on MCPS property
 - (2) Enforce measures to ban the entry of alcohol and other drugs onto MCPS property
 - (3) Provide for security measures to address problems of weapons and violence or the threat of violence sometimes associated with the possession, use, or distribution of alcohol and other drugs
 - (4) Cooperate with local, state, and federal agencies to address the problems associated with alcohol and other drug abuse, including prevention, education, treatment, and law enforcement

- b) Any illegal activity relating to or involving alcohol or other drugs by any MCPS employee, regardless of location, constitutes grounds for disciplinary action, up to and including immediate dismissal. Criminal conviction is not necessary for disciplinary action.
 - c) Disciplinary standards and procedures for activities involving students are established in Board Policy JFA, *Student Rights and Responsibilities*, and MCPS Regulation JFA-RA, *Student Rights and Responsibilities*.
5. As required by Maryland law, the superintendent of schools shall establish procedures to provide emergency medical care to any student, or other person located on school property, who is reasonably believed to be experiencing an opioid overdose.
- a) The school nurse, school health services personnel, and other school personnel identified by the superintendent of schools or designee, are authorized to administer Naloxone or other overdose-reversing medication to a student or other person located on school property.
 - b) The superintendent of schools shall develop and implement procedures to:
 - (1) obtain and store, at schools, Naloxone or other overdose-reversing medication to be used in an emergency situation; and
 - (2) notify parents or guardians of students of such procedures at the beginning of each school year.

D. DESIRED OUTCOMES

- 1. A safe environment for teaching, learning, and working within MCPS that is free of alcohol, tobacco, and other drugs.
- 2. The development and implementation of regulations that protect employee and student rights and enforce applicable federal, state and local laws, Board policies, and MCPS regulations.
- 3. Students and employees educated about and equipped with the knowledge, decision-making skills, and health-enhancing strategies that allow them to learn and work to their full potential, without the harmful impact of the abuse of alcohol, tobacco, and other drugs.

E. REVIEW AND REPORTING

1. The superintendent of schools develops regulations and procedures to implement this policy in a manner that appropriately safeguards student and employee privacy.
2. MCPS keeps the public and the Board informed about the implementation of this policy with respect to students through the annual reporting of aggregated student data on serious incidents involving alcohol and other drugs.
3. Incidents related to employees are managed and monitored through the Office of the Chief Operating Officer.
4. This policy is reviewed in accordance with the Board policy review process.

Related Sources:

Omnibus Transportation Employee Testing Act, Public Law 102-143, codified at 49 Code of Federal Regulations Part 40; Annotated Code of Maryland, Education Article (ED) §4-124, §7-411-413, §7-426.5, §7-428, §26-103; Annotated Code of Maryland, Criminal Law Article, §5-627; Code of Maryland Regulations 13A.02.04, 13A08.01.08, Related MCPS Documents: Drugs and Alcohol and the Testing Rules: Handbook for Supervisors, Employee Assistance Program; MCPS K-12 Health Education Curriculum Framework; Just Cause Standards for Bus Attendants and Bus Operators, Department of Transportation; High School Athletic Handbook; Student-Parent Athletic Participation Information

Policy History: Adopted by Resolution No. 370-90, June 12, 1990; amended by Resolution No. 704-90, November 13, 1990; amended by Resolution No. 328-13, June 13, 2013; amended by Resolution No. 316-17, June 26, 2017.

Note previous policy history: Adopted by Resolution No. 332-70, June 9, 1970; amended by Resolution No. 294-73, April 30, 1973; reaffirmed by Resolution No. 652-83, July 25, 1983; amended by Resolution No. 709-83, August 9, 1983; reformatted in accordance with Resolution No. 333-86, June 12, 1986, and Resolution No. 458-86, August 12, 1986; accepted by Resolution No. 517-86, September 22, 1986; rescinded by Resolution No. 370-90, June 12, 1990.