



## MEMORANDUM

October 28, 2011

To: Board of Education  
From: Board Policy Subcommittee  
Subject: Policy P-6, Alcohol, Tobacco, or Controlled Substances

Attached is a copy of Policy P-6, Alcohol, Tobacco, or Controlled Substances. The Board Policy Subcommittee briefly reviewed proposed changes to this policy at their October 3, 2011 meeting. Patrick Garcia and Janet Roberts submitted the proposed changes to address safety concerns with employees who operate vehicles and machinery in their work. The proposed edits will be placed on the board's Discussion Agenda as a part of your business at the November 1, 2011 Board Business Meeting.

If you have any questions or need additional information on this policy, please contact the superintendent or board president prior to 5:00 p.m., November 1, 2011.

**MCKELL WITHERS**  
Superintendent of Schools

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Exhibit: D1a  
Board Meeting: 11/01/11

# Board Policy P-6: Alcohol Tobacco or Controlled Substances



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## REFERENCES

[Utah Code §53A-3-501](#)  
[Utah Code §26-38-3](#)  
[Utah Code §34-41-100](#)  
[Utah Code §58-37-8](#)  
[Utah Code §58-37a-5](#)  
[Utah Code 53-10-211](#)  
[Drug Free Workplace Act of 1988, 41 USC 701 et seq.](#)  
[Administrative Procedures for Board Policy P-6](#)

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## THE POLICY

It is the policy of the Salt Lake City School District Board of Education that no school district employee, volunteer or patron will illegally possess, use, distribute, or manufacture alcohol, controlled substances, or paraphernalia while on school district property, in district vehicles, or at any school district-related activity. The district will conduct controlled substance and/or alcohol testing as detailed in the administrative procedures to this policy in compliance with federal and state law and for employees who may be in violation of this policy. Employees suspected of reporting to work while under the influence of alcohol, or a controlled substance, are subject to testing as outlined in the administrative procedures to this policy.

It is also the policy of the Salt Lake City School District Board of Education that no school employee will use, distribute, or produce tobacco or electronic cigarettes on school property, in district vehicles, or while attending any school-related activity. An administrator in charge of a Salt Lake City School District facility may designate outdoor smoking areas for employees in compliance with the Utah Indoor Clean Air Act if that facility is not a school or other building in which students are often present. may designate outdoor smoking areas for employees in compliance with the Utah Indoor Clean Air Act.

As a condition of employment, the Salt Lake City School District Board of Education requires any employee to report his/her arrest, citation, other than for a minor traffic offense, or conviction to his/her immediate supervisor or the Executive Director of Human Resources within 48 hours.

Violation of this policy will result in disciplinary action, which may lead to suspension or dismissal.

The purpose of this policy is to foster a healthy and productive work force, to avoid a variety of work place problems created by the misuse of alcohol or controlled substances, and to provide a productive learning and/or work environment.