

MONTGOMERY COUNTY BOARD OF EDUCATION
Rockville, Maryland

March 12, 2013

MEMORANDUM

To: Members of the Board of Education

From: Patricia O'Neill, Chair, Board of Education Policy Committee

Subject: Tentative Action, Policy IGN, *Combating Alcohol and Other Drug Abuse*

The Board of Education Policy Committee, in consultation with staff members, identified Policy IGN, *Combating Alcohol and Other Drug Abuse*, for updating. The updated draft provides a framework for creating and maintaining a safe environment for teaching, learning, and working within Montgomery County Public Schools (MCPS) that is free of tobacco, drugs, alcohol, and other intoxicants.

A comprehensive review of the draft policy was conducted by a stakeholder group made up of representatives of community mental health services, Linkages to Learning health services, students, the Montgomery County Council of Parent Teacher Associations, and MCPS staff members representing principals, pupil personnel workers, bus drivers, and the employee assistance program.

Major recommendations for updates included concerns of stakeholders that students are impacted, not just by alcohol, tobacco, and controlled substances, but also by misusing chemicals, and prescription and over-the-counter medications; working with community partners to increase access to prevention or treatment services addressing the problems associated with drugs, alcohol, and other intoxicant abuse; putting prevention and education first, followed by assistance, referrals, and counseling, and when necessary, enforcement of penalties for those who violate laws, Board of Education (Board) policies, and MCPS regulations; and clarification of what is meant by property with respect to drug, alcohol, and other intoxicants, including MCPS vehicles and the location of MCPS-sponsored activities.

Members of the Policy Committee discussed draft Policy IGN, *Combating Alcohol and Other Drug Abuse*, on June 11, 2012, and September 18, 2012, along with recommendations from the stakeholder group. A draft of the policy is attached.

The following resolution is provided for your consideration:

WHEREAS, Policy IGN, *Combating Alcohol and Other Drug Abuse*, has been updated to provide a framework for creating and maintaining a safe environment for teaching, learning, and working with MCPS that is free of tobacco, drugs, alcohol, and other intoxicants; and

WHEREAS, Given that the title of Policy IGN, *Combating Alcohol and Other Drug Abuse*, does not accurately describe the contents of the suggested updated policy, the recommendation is to rename Policy IGN, *Preventing Tobacco, Drug, Alcohol, and Other Intoxicant Abuse in Montgomery County Public Schools*; and

WHEREAS, The Montgomery County Board of Education Policy Committee has considered and recommended revisions to Policy IGN, *Combating Alcohol and Other Drug Abuse*; now therefore be it

Resolved, That the Montgomery County Board of Education take tentative action on Policy IGN, *Combating Alcohol and Other Drug Abuse*; and be it further

Resolved, That Policy IGN, *Combating Alcohol and Other Drug Abuse*, be sent out for public comment.

Present at the Board table for the discussion are Dr. Laura P. Newton, director, School Counseling, Residency, and International Admissions Unit, Department of Student Services; Ms. Ann L. Bauman, acting director, Performance Evaluation and Compliance Unit, Office of Human Resources and Development; and Ms. Sally M. Davis, policy specialist, Department of Policy, Records, and Reporting, Office of Shared Accountability.

PO:hp

Attachment

1 Related Entries: ~~COE-RA, COF-EA, COF-RA, COH-EA, EEB-RA, GBB-~~
2 ~~RA, IGO-RA, IGO-EA, IJA-RA, Section M JFA,~~
3 ~~JFA-RA, JGA, JGB-RA, JGB-EA, JPC-RA, KGA-RA~~

4 **Responsible Offices:** Deputy Superintendent of Teaching, Learning,
5 and Programs
6 Deputy Superintendent of School Support and
7 Improvement
8 Chief Operating Officer
9

10 **Related Sources:** *Omnibus Transportation Employee Testing*
11 *Act, Public Law 102-143, codified at 49*
12 *Code of Federal Regulations Part 40;*
13 *Annotated Code of Maryland, Education*
14 *Article (ED) §4-124, §7-411-413, ED §7-*
15 *428, §26-103; Annotated Code of Maryland,*
16 *Criminal Law Article, §5-627; Code of*
17 *Maryland Regulations 13A.02.04,*
18 *13A08.01.08*

19
20
21 **Preventing Tobacco, Drug, ~~Combating~~ Alcohol, and Other Drug**
22 **Intoxicant Abuse in Montgomery County Public Schools**
23

24 A. PURPOSE

25
26 The purpose of this policy is to **provide a framework for**
27 **creating and maintaining an safe** environment for teaching,
28 learning, and working within Montgomery County Public Schools

29 (MCPS) that is free of ~~alcohol, tobacco, drugs, alcohol,~~ and
30 other ~~drugs~~ intoxicants.

31

32 **B. ISSUE**

33

34 The Montgomery County Board of Education (Board) recognizes
35 the harmful impact of the abuse of tobacco, drugs, alcohol,
36 and other intoxicants on society as a whole, as well as the
37 particular impact of abusing these and other chemicals and
38 medications on the physical, psychological, social, and
39 intellectual development of students. The Board affirms its
40 interest in working with parents and community groups to
41 provide students with the knowledge, decision-making skills,
42 and health-enhancing strategies essential for students to
43 achieve their academic and physical potential. As an
44 employer, the Board further affirms the employee wellness
45 systems set forth in Board Policy GAA, *Positive Work*
46 *Environment in a Self-Renewing Organization*, and the Board's
47 interest in maintaining a workplace that is free of tobacco,
48 drugs, alcohol, and other intoxicants.

49

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

56

57 ~~This overall purpose or goal will be sought and achieved~~
58 ~~through a series of objectives which include:~~

59
60 ~~3. The provision of education for students, parents, and~~
61 ~~MCPS staff about:~~

62
63 **C. POSITION**

64
65 **MCPS employees and students are expected to adhere to federal,**
66 **state, and local laws and demonstrate through their actions,**
67 **deeds, and teachings that they do not encourage or condone**
68 **tobacco, drug, alcohol, or other intoxicant abuse.**

69
70 ~~All MCPS employees are expected to convey by their actions,~~
71 ~~deeds, and teachings that they do not in any way encourage or~~
72 ~~condone alcohol or other drug use/abuse. Staff members will~~
73 ~~abide by federal, state, and local laws, guidelines, and~~
74 ~~initiatives that are designed to create an environment for~~
75 ~~teaching, learning, and working that is free of alcohol and~~
76 ~~other drugs.~~

77
78 a) The **Board** ~~school system's~~ **is** ~~commitment~~ **committed** to promote
79 ~~vigorous and concerted efforts to keeping the possession, use,~~
80 **and distribution of tobacco, drugs,** alcohol, and other
81 **drugsintoxicants** ~~, drug use, and drug sales and distribution~~
82 ~~out of off MCPS property. schools, and off school properties,~~
83 ~~.~~

84
85 **In this policy, MCPS property means any school or other**

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

92
93 ~~In this policy "alcohol and other drugs are intoxicants that~~
94 ~~are defined as controlled substances alcohol not authorized by~~
95 ~~a physician's prescription.~~

96
97 ~~thereby make schools free of alcohol and other drugs to assist~~
98 ~~students who want help in overcoming problems related to~~
99 ~~alcohol and other drug use/abuse, and, to pursue penalties for~~
100 ~~those who violate laws, and school system rules.~~

101
102 **1. Communication and Education**

103
104 a) MCPS notifies employees, students, and parents of
105 Board policies, MCPS regulations, and pertinent
106 laws designed to create a safe environment for
107 teaching, learning, and working that is free of
108 tobacco, drugs, alcohol, and other intoxicants.

109
110 e) ~~The specific penalties for drug users/abusers~~
111 ~~and sellers/distributors of drugs that result~~
112 ~~from violating MCPS rules, as set forth in~~
113 ~~Administrative Regulation COF-RA: Intoxicants~~

on MCPS Property

114
115
116 b) MCPS develops and implements a comprehensive health
117 education curriculum for students, beginning in the
118 elementary grades. The curriculum addresses the
119 harmful impact of the abuse of tobacco, drugs,
120 alcohol, and other intoxicants on society as a
121 whole, as well as the particular impact of abusing
122 these and other chemicals and medications on the
123 physical, psychological, social, and intellectual
124 development of individuals.

125 ~~(1b) The dangers to the health of the student,~~
126 ~~family, school, and community due to alcohol,~~
127 ~~and other use/abuse~~

128
129 ~~d) The fact that drug use/abuse and sale/distribution~~
130 ~~are serious violations of the law, bringing stiff~~
131 ~~penalties~~

132
133 ~~2. The provision of training for school staff members~~
134 ~~and parents in:~~

135
136 ~~a) The identification of the circumstances which~~
137 ~~attend drug use/abuse and sale/distribution~~
138 ~~in schools~~

139
140 ~~b) The identification of the impact of alcohol,~~
141 ~~and other drug use/abuse on behavior and~~

142 attitudes

143

144 e) ~~The necessity of and methods for c~~Coordinated
145 ~~school-community efforts to combat alcohol,~~
146 ~~and other drug use/abuse~~

147

148 d) ~~The promotion of shared responsibility for~~
149 ~~prevention and reduction of alcohol and other~~
150 ~~drug use/abuse~~

151

152 **4.c) MCPS develops, implements, and supports** The
153 ~~provision of education/prevention programs such as peer~~
154 ~~training to~~ **and** encourages students to help other
155 students avoid involvement **with tobacco, drugs, alcohol,**
156 **and other intoxicants.** ~~in alcohol and other drug~~
157 ~~use/abuse~~

158

159 **2. Identification and Assistance**

160

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

165

166 (1) **Assistance for students may include direct**
167 **provision of services or referral to, as**
168 **appropriate, in-school counseling services,**
169 **student support organizations, alternative**

170 programs, public or private treatment
171 programs, and other community services and
172 supports.

173
174 (2) Assistance to employees is provided through
175 the employee assistance program, pursuant to
176 Board Policy GAA, *Positive Work Environment in*
177 *a Self-Renewing Organization.*

178
179 b) MCPS will establish procedures for communicating
180 with parents or guardians of minor-age students
181 about whom employees are concerned, in a manner
182 that respects confidentiality.

183
184 ~~5. The provision of increased student access to the personal~~
185 ~~assistance students may need to prevent or treat alcohol~~
186 ~~and other drug use/abuse through:~~

187
188 ~~e) The identification of and referral to, as~~
189 ~~appropriate, in school counseling services,~~
190 ~~student organizations, available treatment~~
191 ~~programs, and other services and supports.~~
192 ~~that may be available in the community and~~
193 ~~provided privately or by county and state~~
194 ~~agencies~~

195
196 ~~a) Involvement of parents~~

197

198 ~~b) The provision of alternative programs~~

199
200 **3. Coordination of Community Resources**

201
202 **MCPS will participate** in community-wide efforts to
203 combat the **possession, use abuse, and sale/distribution**
204 of **drugs, alcohol, and other drugsintoxicants.**~~7.~~ **MCPS**
205 **supports and encourages partnerships with the community,**
206 **community health providers, and other local, state, and**
207 **federal agencies to increase access to prevention or**
208 **treatment services addressing the problems associated**
209 **with drugs, alcohol, and other intoxicant abuse.**

210
211 **4. Enforcement**

212
213 ~~(a) a) Implement regulations that are designed to:~~

214
215 ~~a) Protect staff and student rights~~

216
217 ~~(1) b) a) MCPS will ensure~~ that prompt action is taken to
218 achieve the overall purpose of a **safe** school
219 environment that is free of **tobacco, drugs, alcohol**
220 and other ~~drugsintoxicants,~~ **as follows:**

221
222 **(1) Enforce measures to ban the sale or use of**
223 **tobacco on MCPS sites, and to ban the**
224 **possession of tobacco or tobacco products by**
225 **students on MCPS sites;**

- 226 (2) **Enforce measures to ban**~~The provision and~~
227 enforcement of measures to:
- a) Prevent the entry of **drugs, alcohol, and other intoxicants onto MCPS properties** ~~drugs into schools or other MCPS facilities, properties, and vehicles~~
- 232
- b) Provide for security measures in MCPS that will to address the associated problems of weapons and violence or the threat of violence **sometimes associated with the possession, use, or distribution of drugs, alcohol, and other intoxicants; and**
- 239
- c) ~~Cooperate with county~~**local, state, and** federal agencies to address the problems associated with **drugs, alcohol, and other drug intoxicant use/abuse**, including prevention, education, treatment, and law enforcement.
- 245
- d) ~~Emphasize user accountability to reduce the demand for alcohol, and other drugs.~~
- 248
- e) **Any illegal activity relating to or involving drugs, alcohol, or other intoxicants by any MCPS employee, regardless of location, constitutes grounds for disciplinary action, up to and including immediate dismissal. Criminal conviction**

254 is not necessary for disciplinary action.

255
256 ~~Any illegal action relating to alcohol and other drug~~
257 ~~use/abuse by any school system employee continues to be~~
258 ~~grounds for immediate dismissal.~~

259
260 (±) c) Disciplinary standards and procedures for
261 activities involving students are established in
262 Board Policy JFA, *Student Rights and*
263 *Responsibilities*, and MCPS Regulation JFA-RA,
264 *Student Rights and Responsibilities*.

265
266 D. DESIRED OUTCOMES

- 267
- 268 1. A safe environment for teaching, learning, and working
269 within MCPS that is free of tobacco, drugs, alcohol, and
270 other intoxicants
271
 - 272 2. The development and implementation of regulations that
273 protect employee and student rights and enforce
274 applicable federal, state and local laws, Board policies,
275 and MCPS regulations
276
 - 277 3. Students and employees educated about and equipped with
278 the knowledge, decision-making skills, and health-
279 enhancing strategies that allow them to learn and work to
280 their full potential, without the harmful impact of the
281 abuse of tobacco, drugs, alcohol, and other intoxicants

282 ~~B. PROCESS AND CONTENT~~

283

284 ~~6. Intensified cooperation with county and state agencies to~~
285 ~~address the problems associated with alcohol and other~~
286 ~~drug use/abuse~~

287

288 ~~7. Participation in community-wide efforts to combat the~~
289 ~~use/abuse and sale/distribution of alcohol and other~~
290 ~~drugs~~

291

292 ~~8. The provision of needed resources, from MCPS and other~~
293 ~~sources, to meet the range of needs to address the~~
294 ~~problem~~

295

296 ~~Consistent with their duties staff members will:~~

297

298 ~~1. Enforce measures to:~~

299

300 ~~a) Prevent the entry of alcohol and other drugs into~~
301 ~~schools or other MCPS facilities, properties, and~~
302 ~~vehicles~~

303

304 ~~b) Provide for security measures in MCPS that will~~
305 ~~address the associated problems of weapons and~~
306 ~~violence or the threat of violence~~

307

308 ~~e) Emphasize user accountability to reduce the demand~~
309 ~~for alcohol and other drugs~~

310

- 311 ~~2. Provide training on a regular and continuing basis for~~
312 ~~MCPS staff members and parents in the:~~
313
314 ~~a) Identification of the circumstances which surround~~
315 ~~drug use/abuse and sale/distribution in and around~~
316 ~~homes, communities, and schools~~
317
318 ~~b) Identification of the impact of alcohol and other~~
319 ~~drug use/abuse on behavior and attitudes~~
320
321 ~~e) Importance of and methods for coordinated~~
322 ~~school-community efforts to combat alcohol and~~
323 ~~other drug use/abuse~~
324
325 ~~d) Promotion of shared responsibility for prevention~~
326 ~~and reduction of alcohol and other drug use/abuse~~
327
328 ~~3. Provide a comprehensive education for students, beginning~~
329 ~~in the elementary grades, and appropriate information to~~
330 ~~staff and parents about:~~
331
332 ~~a) The school system's commitment to make schools free~~
333 ~~of alcohol and other drugs, to assist students who~~
334 ~~want help in overcoming problems related to alcohol~~
335 ~~and other drug use/abuse, and to pursue penalties~~
336 ~~for those who violate laws and school system rules~~
337
338 ~~b) The dangers to the health of the student, family,~~
339 ~~school, and community due to alcohol and other drug~~

340 use/abuse

341

342 ~~e) The specific penalties for drug users/abusers and~~
343 ~~sellers/distributors of drugs that result from~~
344 ~~violating MCPS rules, as set forth in~~
345 ~~Administrative Regulation COF-RA: Intoxicants on~~
346 ~~MCPS Property~~

347

348 ~~d) The fact that drug use/abuse and sale/distribution~~
349 ~~are serious violations of the law, bringing stiff~~
350 ~~penalties~~

351

352 ~~4. Encourage students to help other students avoid~~
353 ~~involvement in alcohol and other drug use/abuse~~

354

355 ~~5. Promote increased student access to personal assistance~~
356 ~~that could help prevent or treat alcohol and other drug~~
357 ~~use/abuse through:~~

358

359 ~~a) Involvement of parents~~

360

361 ~~b) Provision of alternative programs~~

362

363 ~~e) Identification of and referral to, as appropriate,~~
364 ~~available treatment programs, in school counseling~~
365 ~~services, student organizations, and other services~~
366 ~~and supports that might be provided privately in~~
367 ~~the community or by county and state agencies,~~
368 ~~including cooperation with law enforcement and the~~

369 ~~criminal justice system~~

370

371 ~~8. Seek appropriate resources, from MCPS and other sources,~~
372 ~~to meet the range of needs to address the problem~~

373

374 **EE.** REVIEW AND REPORTING

375

376 ~~1.10.~~**The superintendent develops regulations and procedures to**
377 **implement this policy in a manner that appropriately**
378 **safeguards student and employee privacy.**

379

380 **2. MCPS ~~keeping~~ the public and the Board informed about**
381 **the implementation of this policy with respect to**
382 **students through the ~~10. Publish an annual reporting of~~**
383 **aggregated student data on serious incidents involving**
384 **alcohol, drugs, and other intoxicants ~~to the Board and~~**
385 **the public on progress made toward the achievement of the**
386 **goals and objectives of this policy.**

387

388 **23. Incidents related to employees are managed and monitored**
389 **through the Office of the Chief Operating Officer.**

390

391 **4. This policy ~~will be~~ reviewed every three years in**
392 **accordance with the Board of Education policy review**
393 **process.**

394

395

396 *Policy History:* Adopted by Resolution No. 370-90, June 12, 1990;

397 amended by Resolution No. 704-90, November 13, 1990; **amended** .

398

399 *Note previous policy history:* Adopted by Resolution No. 332-70,
400 June 9, 1970; amended by Resolution No. 294-73, April 30, 1973;
401 reaffirmed by Resolution No. 652-83, July 25, 1983; amended by
402 Resolution No. 709-83, August 9, 1983; reformatted in accordance
403 with Resolution No. 333-86, June 12, 1986, and Resolution No.
404 458-86, August 12, 1986; accepted by Resolution No. 517-86,
405 September 22, 1986; rescinded by Resolution No. 370-90, June 12,
406 1990.

407

408 **Related MCPS Documents:** *Drugs and Alcohol and the Testing Rules:*
409 *Handbook for Supervisors, Employee Assistance Program; MCPS K-12*
410 *Health Education Curriculum Framework; Just Cause Standards for Bus*
411 *Attendants and Bus Operators, Department of Transportation; High*
412 *School Athletic Handbook; Student-Parent Athletic Participation*
413 *Information*

414

415