

**BOARD OF TRUSTEES  
CARSON CITY SCHOOL DISTRICT**

**REGULATION No. 318  
CERTIFIED STAFF**

**STAFF INFRACTIONS-DRUG AND ALCOHOL ABUSE**

~~Drinking of alcoholic beverages or use of controlled substances while on duty, or being under the influence of alcohol or narcotics during duty hours, is evidence of unprofessional conduct and unfitness for service and constitutes grounds for dismissal.~~

~~Evidence of alcohol or drug abuse while on duty which impairs an employee's job effectiveness during normal working hours will be handled in the following manner:~~

- ~~1. — The immediate supervisor will confer with the employee about the nature of the problem and the need for remediation. The employee will be given written notice that working under the influence of alcohol or drugs will not be permitted. Employees whose work activities are impaired as a result of drug or alcohol abuse will be referred for medical attention.~~
- ~~2. — If a second incident occurs, the supervisor will again confer with the employee and will give the employee a written recommendation to seek remedial treatment. Upon written recommendations from a physician, sick leave may be used for remedial treatment in this regard.~~
- ~~3. — If remedial treatment is rejected, or if a third incident occurs, the employee will be subject to appropriate discipline action under the provisions of NRS 391.~~

~~The primary objectives of this procedure are to assist employees to overcome problems related to alcohol and drugs and to be productive members of the staff. Every effort, consistent with successful operation of the schools, will be made to assist the employee in recognizing and remediating problems of this nature.~~

Adopted: April 15, 1981  
Revised: December 1, 1983  
Omitted: February 23, 2016 (Refer to Regulation 225)