

Santa Barbara School Districts

Board Policy

BP 4159
BP 4259
BP 4359

Personnel

EMPLOYEE ASSISTANCE PROGRAMS

The Governing Board recognizes that school district employees may have personal problems that can have detrimental effects upon job performance and student safety. Many personal problems are easier to resolve when they are addressed early, before they reach disabling proportions. The Board encourages employees to seek help when such problems exist and to take advantage of the resources that are available to assist them.

Employees shall have confidential access to information about community resources that address personal problems. This information shall be available, on a voluntary basis, to all employees, spouses and dependents.

Management and supervisory staff shall be knowledgeable about the district's employee assistance program. When there are indications of declining performance, attendance problems, or on-the-job behavioral problems, supervisors shall consult with the Superintendent or designee to explore the resolution of such problems.

Participation in the assistance program will not jeopardize the employee's employment or career advancement, nor will it protect the employee from disciplinary action for substandard job performance.

Legal Reference:

EDUCATION CODE

- 35160 Authority of governing board
- 35160.1 Broad authority of school districts
- 44962 Leaves of absence for certificated employees
- 44964 Power to grant leaves of absence for accident, illness or quarantine
- 45190-45209 Resignations and leaves of absence for classified employees

GOVERNMENT CODE

- 8355 Certification to contracting or granting agency; requisites

UNITED STATES CODE, TITLE 20

- 7101 – 7143 Safe and Drug-Free Schools and Communities Act

UNITED STATES CODE, TITLE 41

- 701 – 707 Drug-Free Workplace Act

UNITED STATES CODE, TITLE 42

- 12101- 12213 Americans with Disabilities Act

Policy: SANTA BARBARA ELEMENTARY/HIGH SCHOOL DISTRICTS
Adopted: March 8, 2000 Santa Barbara, California