



The undersigned believe it is necessary to remind employees, volunteers and representatives of DPS of the Dearborn Public Schools policies, especially #3213 Student Supervision and Welfare, policy #3210 Staff Ethics, and policy #3122.01 Drug Free Workplace and your responsibility of being familiar with these, and all policies. We want to specifically emphasize violations involving alcohol, drugs, or abuse of prescription medications while supervising students on or off Dearborn Schools property, including field trips, and all Dearborn Schools' sponsored events.

As stated in Policy 3213 Section G, a professional staff member shall not associate with students at any time in a manner which gives the appearance of impropriety, including, but not limited to, the creation or participation in any situation or activity which could be considered abusive or sexually suggestive or involve illegal substances such as tobacco, alcohol, drugs, or misuse of prescription medications.

Failure to adhere to Policy 3213 Section G will result in formal discipline, which may include termination of employment. As always, failure to adhere to any DPS policies may lead to formal discipline, which may include termination of employment. As always, employees will be allowed their due process.

This agreement supersedes all prior incidents involving similar offenses. Discipline issued in prior incidents are not precedent setting and will not be used as a legal argument in defense of violation of Policy 3213 Section G.

Student safety and welfare is a priority, therefore this statement applies to all Dearborn Schools employees, volunteers, and representatives of DPS.

Employees are encouraged to also review the Substance Abuse Policy #3170 and Employee Assistance Program Policy #3171.

Handwritten signature of Michael Meade in black ink.

Dr. Michael Meade, Dearborn School Board President

9/13/18

Date

Handwritten signature of Glenn Maleyko in black ink.

Dr. Glenn Maleyko, Superintendent

9/13/18

Date

Handwritten signature of Christine Sipperley in black ink.

Christine Sipperley, DFT President

9/13/18

Date

Handwritten signature of Thomas Hand in black ink.

Thomas Hand, DSOEA President

9-13-18

Date

Handwritten signature of Joshua Tynan in black ink.

Joshua Tynan, ADSA President

9/13/18

Date

Handwritten signature of Alfredo Lerini in black ink.

Alfredo Lerini, DFSE President

9-13-18

Date