



Division of Human Resources

REHABILITATION CONTRACT

WHEREAS, _____

Print Name of Employee

is an employee of the Alachua County Public Schools;

WHEREAS, the employee recognizes a substance abuse problem and desires to attend to his/her rehabilitation;

WHEREAS, the employer recognizes and supports the desire for the employee to attend to his/her rehabilitation, but also recognizes its responsibility towards students and the impact of employee behavior upon the school system;

NOW THEREFORE, the parties agree as follows:

1. Only one [1] Rehabilitation Contract, including drug testing, shall be provided during the course of your employment.
2. The employee shall voluntarily enter into the following agreement. The employee agrees to:
 - a. Submit a report from the drug rehabilitation clinic/substance abuse professional indicating the diagnosis, prognosis, and treatment plan within thirty [30] days of the signing of this contract.
 - b. Continue patient counseling at the rehabilitation clinic as prescribed by the patient's counselor in the rehabilitation treatment plan.
 - c. Participate in after-care sessions at the direction of the rehabilitation/substance abuse counselor and/or as prescribed by the patient's treatment plan.
 - d. Refrain from the use of alcohol and/or all illegal mind-altering substances.

- e. Release regular reports to the employer from the rehabilitation center or substance abuse counselor which state the employee's compliance or non-compliance with the requirements of the employee's treatment plan, but which do not reveal confidential matters.
3. Following release from the rehabilitation clinic/substance abuse professional and for a period of two [2] years from the release, the employee agrees to random breath analysis or blood alcohol tests and/or urinalysis upon notification from the Division of Human Resources.
 4. Termination of employment with the Alachua County Public Schools shall occur if any of these conditions exist:
 - a. The employee fails to be evaluated by a substance abuse professional;
 - b. The employee fails to successfully complete a substance abuse rehabilitation program;
 - c. The employee fails to submit to any required alcohol or drug test;
 - d. The employee has a second positive test for alcohol and/or controlled or illegal substances during the terms of this contract; and
 - e. After successful completion of this contract, the employee again tests positive for alcohol and/or controlled or illegal substances.

I have read, understand, and agree to the terms of this contract.

Employee's Signature

Date

Administrator's Signature

Date

Witness or Union Representative

Date