

The Johnson City Central School District Board of Education recognizes that a wide range of personal concerns not directly associated with an employee's job can have an undermining effect on an employee's well-being and job performance. In most instances, such personal concerns will be overcome independently and the effect on job performance will be minimal. In other instances, neither the efforts of the employee nor the supervisor have the desired effect on resolving the employee concerns, and unsatisfactory performance persists over a period of time, either constantly or intermittently.

The Board further believes that it is in the best interest of the employee, the employee's family, and the school district to provide a service which will assist the employee and his or her family in dealing with concerns of a serious and persistent nature.

The service, which will be called the Employee Assistance Program or EAP, will address a wide range of personal concerns such as emotional/behavioral, family and marital, alcohol and/or drug, financial, legal, and other personal concerns.

The Superintendent of Schools is hereby directed to establish an Employee Assistance Program and to draft the necessary administrative rules and regulations.