

**PERSONNEL**

**Staff Assistance Program**

The Pullman School District Board of Directors recognizes that employees could have personal problems that may affect their job performance. The district will maintain, as revenues permit, a staff assistance program designed to provide support for such an employee. A staff assistance program committee may be established to assist in the implementation of this policy and make program recommendations.

A wide range of problems not directly associated with a job function may affect the staff member's job performance. These problems may result from alcohol abuse or alcoholism; other drug abuse; physical, mental, or emotional illness; personal problems such as marital, family, financial, or legal difficulties; or any combination of these problems.

The staff assistance program will provide professional and confidential assistance to staff members and their families seeking assistance.

Participation in the staff assistance program will not jeopardize employment or job promotion, nor will such participation substitute for employer action(s) regarding evaluation, probation, and/or termination as provided for under state law, collective bargaining agreements or board policies. The program will be evaluated as needed.

---

**Cross Reference:**  
Board Policy 5521

Teacher Assistance

**Adoption Date:** May 8, 1991

**Revision Date:** January 14, 2015