

TOBACCO USE BY PERSONNEL

PHILOSOPHY

The Marengo County Board of Education believes that all employees have the right to be in a school environment that promotes, enhances, strives to become, and maintains a drug-free school system.

The Board, in recognition of the high degree of evidence available, views the use of prohibited substances as being detrimental to health and as being a significant contributor to mouth, lung, heart, and other diseases. The Board also considers the area of personal health as being a primary objective of education. It is also the belief of the Board that school system employees should, by example, demonstrate to the students they serve their concerns for the dangers inherent in the use of these products.

EMPLOYEE TOBACCO USE POLICY

Smoking, and/or use of tobacco, in any form, by all employees, both certified and support, is hereby prohibited on, or in, all school property at all times, including extracurricular activities. Extracurricular activities are those activities that occur at any time and place that are school related and/or supervised. They include, but are not limited to, all athletic events, proms, field trips, class trips, academic competitions, riding of school buses for any purpose, etc.

DISCIPLINARY ACTIONS

First Offense:

Supervisor and/or principal will inform the Superintendent, in writing, of violation. Superintendent will write a letter of reprimand, with a copy given to the employee and the original to the employee's personnel folder in the Central Office.

Second Offense:

Supervisor and/or principal will inform the Superintendent, in writing, of violation. The employee will be asked to come before the Board in executive or public session (employee's choice) to explain why he/she is unable to comply with the Tobacco Use Policy.

Third Offense:

Supervisor and/or principal will inform the Superintendent, in writing, of violation. The Superintendent will recommend to the board to start termination procedures in compliance with Title 16, The Code of Alabama and Title 36, The Code of Alabama.

FILE: JCC
Revised Aug. 17, 1995
Revised June 26, 1997

CONDUCT

The Marengo County Board of Education shall not tolerate conduct by any student in the School System which materially interferes with or substantially disrupts an atmosphere conducive to learning. Violators shall be subject to appropriate disciplinary measures designed to assure that no student interferes with the rights of others to receive a quality education.

DRESS CODE

Students shall receive adequate notice of local school codes or conduct as approved by the principal, superintendent, and Board. All codes of conduct shall assure equality of education opportunity for all students.

The Marengo County Board of Education has the responsibility to maintain an appropriate atmosphere conducive to learning. Therefore, any student-worn article of clothing or manner of hairstyle or make-up determined by the teachers and principals to be disruptive to the learning environment or hazardous to the health and safety of the child and/or teacher shall not be allowed.

The primary guide in determining what is not appropriate is the extent to which such dress or grooming attracts undue attention in the classroom or schools.

If the principal determines that the student's dress or grooming is unacceptable, adequate time shall be allowed the student to make proper adjustments. However, when a student continues to ignore the required changes, he shall be subject to disciplinary action.

STANDARD DRESS CODE (LOCAL SCHOOL OPTION)

Research indicates that schools with a standard dress code have fewer discipline problems and higher academic performance. Student self-esteem is also higher in such schools. A standard dress code allows students to focus on academic competition rather than on peer pressure related to fads and/or costly attire. Therefore, the Marengo County Board of Education hereby grants authority for a standard dress code to be implemented in a school. Such code shall be implemented/revised upon consultation with students, parents, and teachers.

The standard dress code shall be outlined in the school's student handbook.

A sales agreement shall be entered into by the school principal and any sole source vendor.

SMOKING/USE OF TOBACCO PRODUCTS

Smoking is not to be permitted by the student on school property during the school day or when activity participating in any school activity sponsored by the school. Students are not to have tobacco products or other smoking substances in their possession while at school or when participating in or attending any school sponsored activity.

The regular school day is defined as the normal hours schools are open to students for instructional purposes. The regular school day begins for students at the time of arrival on the respective school premises (school-owned property, school bus, parking lot, etc.). The school day ends for students upon departing school premises (school-owned property, school buses, parking

lots, etc.). A school activity is defined as any education experience or curricular or extra-curricular event that is approved officially by appropriate school personnel based on the following criteria:

1. It is scheduled by school officials.
2. School officials have made specific assignments to an employee(s) of the Board to teach, coordinate, monitor, advise, sponsor, or chaperon said activity as a part of employment responsibilities.

Students violating this policy shall be subject to punishment by school officials.

ALCOHOL/DRUG USE

It shall be the policy of the Marengo County Board of Education that the school principal or authorized official of the school shall automatically suspend any student found in possession of, or in the act of using:

- (a) Alcohol or marijuana.
- (b) Drugs (stimulants, depressants, hallucinogens or opiates) for which the student has no prescription from a duly recognized physician.

Also, the school principal or authorized official of the school shall automatically suspend any student who is caught selling alcohol and/or harmful drugs to others.

The above policies apply when the act(s) take place at school, on school grounds, on school buses, and/or at any school-sponsored event, during or after regular school hours. Recommendation of expulsion may be made if the situation seems to be sufficiently grave.