

4.02.3 Illegal Drugs and Alcohol – The use, possession, distribution, and sale of alcohol and the illegal use, possession, distribution, and sale of drugs in a school building, on school grounds, on Board property, on school buses, or at school-sponsored functions is prohibited.

a. *Penalties for Violations* – In addition to any criminal penalties that may be imposed, the following penalties will be imposed for unauthorized possession of illegal drugs or alcohol:

1. *Students* – Students will be disciplined in accordance with the Board’s Code of Student Conduct.

2. *Employees* – Employees will be subject to adverse personnel action, which may include termination.

3. *Other Persons* – Other persons may be denied re-entry to school property.

b. *Notification of Law Enforcement* – The appropriate law enforcement authority, which may include the city police, county sheriff, and the local district attorney, will be notified by the principal of violations of this policy.

4.02.4 Tobacco – The use of tobacco products and the illegal possession, distribution, and sale of tobacco products on school property is prohibited. For the purposes of this policy, “tobacco product” is defined to include cigarettes, electronic cigarettes, vape pens, hookah pens, e-hookahs, vape pipes and any similar type of device designed to deliver nicotine, flavor, and other chemicals via inhalation, cigars, blunts, bidis, pipes, chewing tobacco, snuff and other items containing or reasonably resembling tobacco or tobacco products. “Tobacco use” includes smoking, vaping, chewing, dipping, or any other use of tobacco products.

a. *Penalties for Violation*

1. *Students* – Students who violate the tobacco prohibition will be disciplined in accordance with the Board’s Code of Student Conduct.

2. *Employees* – Employees who violate the tobacco prohibition will be subject to adverse personnel action, which may include termination.

3. *Other Persons* – Other persons who violate the tobacco prohibition may be denied re-entry to school property.

b. *Parental Notification* – Parents and guardians may be notified of actual or suspected violations of the tobacco prohibition whether or not the student

Unethical conduct includes, but is not limited to, the following:

- Committing any act of child abuse, including physical or verbal abuse.
- Committing any act of cruelty to children or any act of child endangerment.
- Committing or soliciting any unlawful sexual act.
- Engaging in harassing behavior on the basis of race, gender, national origin, religion, or disability.
- Soliciting, encouraging, or consummating an inappropriate written, verbal, or physical relationship with a student.
- Furnishing tobacco, alcohol, or illegal/unauthorized drugs to any student or allowing a student to consume alcohol or illegal/unauthorized drugs.

Standard 5: Alcohol, Drug and Tobacco Use or Possession

An educator should refrain from the use of alcohol and/or tobacco during the course of professional practice and should never use illegal or unauthorized drugs.

Ethical conduct includes, but is not limited to, the following:

- Factually representing the dangers of alcohol, tobacco and illegal drug use and abuse to students during the course of professional practice.

Unethical conduct includes, but is not limited to, the following:

- Being under the influence of, possessing, using, or consuming illegal or unauthorized drugs.
- Being on school premises or at a school-related activity involving students while documented as being under the influence of, possessing, or consuming alcoholic beverages or while using tobacco. A school-related activity includes, but is not limited to, any activity that is sponsored by a school or a school system or any activity designed to enhance the school curriculum such as club trips, etc., where students are involved.

Standard 6: Public Funds and Property

An educator entrusted with public funds and property should honor that trust with a high level of honesty, accuracy, and responsibility.

Ethical conduct includes, but is not limited to, the following:

- Maximizing the positive effect of school funds through judicious use of said funds.
- Modeling for students and colleagues the responsible use of public property.

Unethical conduct includes, but is not limited to, the following:

- Misusing public or school-related funds.
- Failing to account for funds collected from students or parents.
- Submitting fraudulent requests for reimbursement of expenses or for pay.

TOBACCO USE

Smoking and the use of tobacco products are prohibited on school grounds and at school activities.

Students and employees will be disciplined for violations established in accordance with disciplinary procedures. Visitors in violation of this policy will be asked to leave the premises.

Reference: AAC 290-3-1-.02(1)(b)

Related References: Alabama Administrative Code 290-3-1-02-(1)(6)(2).

Date Adopted:

			4th Offense	Out-of-school suspension (3 days) If the behavior continues could lead to a Superintendent level hearing.
Defiance of authority - any verbal or non-verbal refusal to comply with reasonable directions or orders of school personnel. *Out-of-School Suspension requires that the parent or guardian return to school with the student for an administrative conference.	K-3		1st offense	Parent contact and In-school suspension (1 day)
			2nd Offense	In-school suspension (2 days)
			3rd Offense	In-school suspension (3 days)
	4-12		1st offense	In-school suspension (1 day)
			2nd Offense	In-school suspension (3 days)
			3rd Offense	In-school suspension (5 days)
			4th Offense	Out-of-school suspension (3 days) If the behavior continues could lead to a superintendent level hearing
Possession and/or use of tobacco products, matches, lighter, e-cigarettes, vapor devices – having or using tobacco products on the school premises or at any school-sponsored activity. Unauthorized possession of tobacco paraphernalia, tobacco or nicotine products or non-controlled substances that are represented to be tobacco.	K-3		1st offense	Parent contact and In-school suspension (1 day)
			2nd Offense	In-school suspension (2 days)
			3rd Offense	In-school suspension (3 days) n
			4th Offense	In-school suspension (1 day)
	4-12		1st offense	In-school suspension (3 days)
			2nd Offense	In-school suspension (5 days)
			3rd Offense	In-school suspension (10 days)
		4th Offense	Out-of-School Suspension (3 Days)	
Battery upon students – intentionally hitting, striking, or any forceful blow to cause bodily harm and any other action that may create a health issue.	K-3		1st offense	In-school suspension (3 days)
			2nd Offense	In-school suspension (5 days)
			3rd Offense	In-school suspension (10 days)
	4-12		1st offense	Out-of-school suspension (3 days)
			2nd Offense	Out-of-school suspension (5 days)
			3rd Offense	Out of-school suspension (10 days)
			4th Offense	Superintendent Level hearing
Stealing - Larceny - Petty Theft –Possession of Stolen Property the intentional, unlawful taking, carrying away, or possession of public, real, or personal property valued at less than \$100.00. • Law enforcement may be notified.	K-3		1st offense	Parent contact and In-school suspension (1 day)
			2nd Offense	In-school suspension (2 days)
			3rd Offense	In-school suspension (3 days)
	4-12		1st offense	In-school suspension (1 day)
			2nd Offense	In-school suspension (3 days)
			3rd Offense	In-school suspension (5 days)
			4th Offense	Out-of-school suspension (3 days) If the behavior continues could lead to a superintendent level hearing