

TOBACCO USE

In accordance with the mission of the Talladega County Board of Education to promote the welfare of the young people entrusted to its care, the Board acknowledges the harmful effects of cigarettes and other tobacco products both to the smoker and those around him/her. Smoking and the use of tobacco products (including e-cigarettes) are prohibited in all Talladega County Board of Education buildings, on school buses, in school vehicles, and on the grounds of all facilities at any time. Employees who violate this policy are subject to disciplinary action.

SOURCE: Talladega County Board of Education, Talladega, AL
ADOPTED: October 19, 2004
REVISED: January 29, 2018
LEGAL REF: Alabama Administrative Code: 290-3-1-02; **The Code of Alabama**, 16-8-8.

- Creating, supporting, and maintaining a challenging learning environment for all students.

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 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.
- Co-mingling public or school-related funds with personal funds or checking accounts.
- Using school property without the approval of the local board of education/governing body.

Standard 7: Remunerative Conduct

An educator should maintain integrity with students, colleagues, parents, patrons, or businesses when accepting gifts, gratuities, favors, and additional compensation.

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

- Insuring that institutional privileges are not used for personal gain.

ALCOHOL, TOBACCO, OR CONTROLLED SUBSTANCES

The Board prohibits the use or possession of alcohol or other controlled substances by employees during the school day or at any time when there is contact with students. Use of tobacco or nicotine in any form is also prohibited. Appropriate disciplinary action will be initiated by the Board for violation of this policy. Please consult Board policy for further details.

ANNUITIES AND LIFE INSURANCE

Payroll deductions are available for life insurance and annuity policies with certain companies.

ASSIGNMENT

The Board, upon recommendation of the Superintendent, assigns both support and certified personnel to specific positions in the school system.

Certified personnel are assigned to the grade or grades and/or subjects based on certification. Accreditation standards require that all teachers teach subjects for which they are certified. The Board will make assignments in accordance with Student's First Act of Alabama.

BENEFITS

The Board provides a number of employee benefits. A summary of these benefits follows:

Direct Deposit

Direct deposit service is mandatory for monthly payroll checks and is available for all banks and savings and loan associations.

Health Insurance

Medical insurance through a combination of State and employee contributions is available through the Public Education Employees Health Insurance Plan (PEEHIP) or Viva Health Care. Each employee may choose the particular plan desired. New employees must sign up within 30 days of their hire date. The choice must be made by August 31 of each academic year (with an effective date of October 1) in order to complete processing. Support employees working less than 4 hours per day and certified employees working less than full-time receive a prorated health insurance allotment. In cases where the spouse of an employee has other hospital insurance, the state allocation may be used to purchase additional supplemental insurance to cover hospital indemnity, dental, vision and cancer for single or family coverage. Supplemental insurance is available to those who are insured through the state plan at an additional cost. More detailed information about hospital/medical insurance is available from the Central Office or from the Teachers' Retirement System of Alabama website (www.rsa-al.gov).

H. SEARCH OF A STUDENT BY SCHOOL OFFICIALS:

School officials have the right to search a student when there is a reason to believe that he/she possesses articles that might endanger others or believe that such articles are possessed in violation of the law and/or regulations of the Board of Education. Such searches shall be done in private by a school official of the same sex as the person searched and a third party of the same sex shall be present.

I. USE OF METAL DETECTORS:

Metal detector searches may be conducted by school board employees. Any information obtained through the use of metal detectors shall be used only for school disciplinary or law enforcement purposes. Individual schools may implement a schedule if approved by the Superintendent.

J. UNANNOUNCED VISITS BY LAW ENFORCEMENT AGENCIES:

To provide and maintain a safe and secure environment for students, staff and visitors, the Board supports the requirement of The Alabama Administrative Code, section 290-030-010-.06, to permit law enforcement agencies to make periodic, unannounced visits, except to the Superintendent and the building Principal, to any school within the School System. Such visits shall be for the purpose of detecting the presence of illegal drugs or weapons. In accordance with the Code of Alabama, 16-1-24.1, the possession of illegal drugs, alcohol, or weapons will result in immediate suspension from school and possible criminal charges being brought against the student(s).

K. POLICE INTERROGATIONS OF STUDENTS

A student enrolled in the school district shall not be interrogated by any law enforcement authority on school property during regular school hours without the knowledge of the school principal/designee. All interrogations and interviews shall be conducted in a private setting, and an official school representative shall normally be present. In appropriate situations, school officials may permit private interviews with students by police officers.

Reasonable efforts shall be made to contact a parent/guardian and/or have a parent/guardian present. In those instances when a parent/guardian cannot be contacted or is not present within a reasonable time period, school officials must allow interviews by law enforcement officials to proceed in the absence of a parent/guardian.

If the student is to be removed from the school by police officers, a reasonable effort shall be made to contact the parent/guardian. Questioning or interviewing of students conducted by school officials DOES NOT require parent consent or consent, even if such questioning occurs in the presence or vicinity of law enforcement officials or the information obtained by school officials is later shared with law enforcement.

L. USE OF TRAINED DRUG DETECTING DOGS:

The Board of Education may utilize trained drug detecting dogs on properties owned and/or maintained by the school system. Information obtained through the use of trained drug detecting dogs shall be used only for school disciplinary or law enforcement purposes.

M. USE OF SURVEILLANCE CAMERAS:

To provide and maintain a safe and secure environment for students, staff, and authorized visitors, the Board of Education may use surveillance equipment including, but not limited to audio recorders and/or video cameras on properties owned and/or maintained by the school system. Properties include buildings and grounds as well as vehicles owned and/or operated by the school system. Information obtained through the use of surveillance equipment shall be used only for school disciplinary or law enforcement purposes. Surveillance camera tapes can only be viewed by central office staff, local school administrators or law enforcement. Other system employees may view surveillance camera tapes when assisting an administrator with identification of a person on tape.

N. TOBACCO PRODUCTS:

The reports of the Surgeon General's Committee and studies of the American Cancer Society give conclusive evidence that lung cancer, heart conditions, and other ailments are directly related to smoking. In view of the seriousness of this problem and statutory requirements to teach about the harmful effects of tobacco, the Talladega County Board of Education has adopted the following policy regarding the possession/use of tobacco products:

Students shall not possess/use tobacco or any electronic and/or vaping device in ANY form in school buildings on the school campus, on a school bus or at school functions.

Vape Education Program

Vape Prevention - All Middle & High School Students will be required to complete a Vape Education Module at the beginning of each school year.

First Vape Infraction - Two Days Out of School Suspension, Three Days In School Suspension, & Successful Completion of Vape Early Warning

Second Vape Infraction - Three Days Out of School Suspension, Two Days In School Suspension, & Successful Completion of Vape Early Warning

Third Vape Infraction - 15 Day Placement at Genesis Alternative Education Center

- Possession, Distributing, or Use of a Vape Device Constitutes an Infraction
- Accumulation of Infractions Reset at the Beginning of each School Year
- Each Subsequent Vape Incident After the Third Infraction, will Result in an Additional 15 Day Placement at Genesis Alternate

Vape Early Warning

The Talladega County Schools Vape Early Warning Program (VEW) is designed to address the vaping epidemic we are experiencing with adolescents. On Wednesday of each week, VEW will be held at the old Winterboro High School from 3:30-4:30. Students assigned to VEW will be required to complete the program before returning to the classroom from In School Suspension. In addition, a parent or guardian will be required to accompany their child to VEW and complete the parental component of the program. The program will begin promptly at 3:30 each week. Anyone who arrives after 3:30 will not be allowed in the session.

O. UNAUTHORIZED ASSEMBLY:

Conduct of students or assembly of students which disrupts the educational process or endangers the safety of other students and/or school personnel is prohibited. Students shall not participate in walk-outs, demonstrations, riots, or other disruptive activities. Violations of this regulation will result in disciplinary actions which may include expulsion (See File JCEC, Talladega County Board of Education Policy Manual).

P. GAMBLING:

Gambling in any form is prohibited on school property.

Q. SECRET SOCIETIES/GANG OR HATE GROUP ACTIVITY:

A "gang" is a group of three or more individuals with a common interest, bond or activity. The board of education believes that anti-authority gang related dress and behavior have the potential of endangering the safety and welfare of students and school personnel and of disrupting the educational process. Membership in a gang often is marked by certain colors or distinctive symbols and the use of certain signals and gestures. Students who possess gang or hate group writings will be subject to disciplinary action. Students who engage in behavior or adopt dress style or personal appearance suggestive of gang membership not only may endanger the welfare and safety of other students or school personnel and disrupt the educational process, but themselves may become victims of delinquent, criminal or antisocial conduct. The board has no tolerance for gangs and declares that policies including, but not limited to, the code of conduct shall be used and enforced in a manner to prevent the initiation and continuation of gangs in the school system.

R. STUDENT USE OF COMMUNICATION DEVICES:

Unauthorized Possession and or use of any communication device during school hours and on school buses is prohibited.

School personnel will confiscate all cell phones and ECD's and will require parents to retrieve the devices. Students who violate the policy will be subject to appropriate discipline. A student who uses a cell phone or ECD in a manner to download indecent materials, "text" profane messages, "text" answers to a test, make a bomb threat, or commit any other act that violates Student Code of Conduct Class III Offense will be subject to the applicable Class III discipline for the particular offense. Principals may designate certain times where cell phones may be utilized for specific