

4.2.4 Tobacco – The use of tobacco products and the illegal possession, distribution, and sale of tobacco products on school property is prohibited.

a. Penalties for Violations

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

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

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

b. Parental Notification – Parents and guardians will be notified of actual or suspect violations of the tobacco prohibition whether or not the student is charged with a violation of Board policy, which includes the Code of Student Conduct.

[Reference: ALA. CODE §16-1-24.1 (1975); Ala. Admin. Code 290-3-1-.02(1)(b)]

4.2.5 Searches – Law enforcement agencies are permitted to make periodic visits to all schools to detect the presence of illegal drugs or weapons and may use any lawful means at their disposal to detect the presence of such substances. The visits will be unannounced to anyone except the Superintendent, Director of Administrative Services and principal.

[Reference: ALA. CODE §16-1-24.1 (1975); Ala. Admin. Code 290-3-1-.02(1)(b)]

4.2.6 Drug and Alcohol Free Environment – All students, employees, volunteers, parents, visitors, and other persons are prohibited from possessing, using, consuming, manufacturing, or distributing illegal controlled substances and alcohol while on Board property or while attending any Board sponsored or sanctioned event, program, activity, or function. Persons who are intoxicated or impaired by the use, consumption, or ingestion of any illegal controlled substance or alcohol are not permitted to be on school property, or to attend or participate in any Board sponsored or sanctioned event, program, activity, or function.

[Reference: ALA. CODE §16-1-24.1, 25-5-330 (1975)]

4.2.7 Adoption of Statutory Penalties and Consequences – Persons who violate the Board’s prohibition of firearms, weapons, illegal drugs, or alcohol will be subject to all notification, referral, suspension, placement, re-admission, and other provisions set forth in ALA. CODE §16-1-24.1 and 24.3 (1975).

state law regarding such leave. The salary and benefits of an employee of the Haleyville City Board of Education will be continued for a period of not more than ninety (90) days upon a determination that the employee has been injured on the job and cannot return to work. This payment is additionally limited by the following conditions: a. The injured employee submits written medical certification from the attending licensed physician stating that the employee was injured and cannot return to work due to a specified injury, if there is a reasonable expectation that the employee will return to work and, if so, the expected date of that return. The Board may require a second opinion from a Board specified physician, at its expense. b. The employee submits a signed written account of the accident attested by a principal or department head twenty-four (24) hours after the injury occurred. If the injured employee is not able to notify the Board, another person reasonably knowledgeable about the employee's condition and circumstances leading to the injury may provide the required notification. An employee who is injured on the job may file a request for unreimbursed medical expenses and costs with the State Board of Adjustment. The Haleyville City Board of Education will provide such reasonable assistance to the employee in filing the Board of Adjustment claim as is required by law, but assumes and will have no responsibility or liability for processing the claim or directly reimbursing the employee any unreimbursed medical expenses and costs. [Reference: ALA. CODE §16-1-18.1 (1975)]

5.8 Tobacco-Free Workplace The Board has declared Haleyville City Schools to be a tobacco-free workplace. The policy includes all Haleyville City Schools' property (facilities, buildings, structures, and grounds), school system vehicles, and any other Haleyville City Schools sponsored events. As such, school system personnel shall not be permitted to smoke, use tobacco of any kind, or have tobacco in any form in their possession on school grounds, in school buildings, at school functions or activities, or when driving or riding buses or any other school system vehicle.

5.8.1 Penalties for Violations: 1st Offense: Verbal Reprimand 2nd Offense: Written Reprimand Placed in Personnel File 3rd Offense: Referral to city/state/federal authorities for possible violation of code 4th Offense: Employee will be subject to adverse personnel actions, which may include termination

5.9 Illegal Drugs and Alcohol-Free Workplace The Board has declared Haleyville City Schools to be an illegal drug and alcohol-free workplace. The policy includes all Haleyville City Schools' property (facilities, buildings, structures, and grounds), school system vehicles, and any other Haleyville City Schools' sponsored events. As such, school system personnel shall not illegally use, possess, distribute, or sell drugs and shall not use, possess, distribute, or sell alcohol on school grounds, in school buildings, at