

## **Chambers County Schools**

### **Tobacco Use**

Possession or use of tobacco products by students is prohibited in all schools buildings and on all grounds under the jurisdiction of the school district.

### **Staff Tobacco Use Policy**

It shall be the policy of the Board that smoking, and other use of tobacco products, by employees, be prohibited in all school buildings, in any school system vehicles, and on all grounds under the jurisdiction of the School System.

### **Disciplinary Actions**

#### 1<sup>st</sup> 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.

#### 2<sup>nd</sup> 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.

#### 3<sup>rd</sup> 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.