

TOBACCO FREE SCHOOL POLICY

The Haleyville City Board Education, because of the high degree of evidence available, views the use of tobacco as being detrimental to health and as being significant contributors to lung and heart diseases. The Board also considers the area of health as being a primary objective of education, nationally, as well as locally. Consequently, it is the policy of this Board that students shall not be permitted to possess or use tobacco products in any form in Haleyville City School buildings, in school buses, on school grounds during the school day, or while practicing and/or participating in school-sponsored extra-curricular activities.

In determining this policy the Board of Education has carefully considered the ages of public school students. Recognizing that virtually all public school students are "minors" (as defined by *the State of Alabama) the Board believes strongly that it can take no action to facilitate or encourage student use of tobacco.

Students caught using or in possession of tobacco in violation of this policy will be disciplined in accordance with the applicable provisions of the Code of Student Conduct.

It shall be the policy of the Haleyville City Board of Education that:

- 1.(a) No tobacco use will be allowed by any professional employee during the school day or during any school sponsored activity in which the employee is representing the school system.
- (b) No tobacco use will be allowed by any support employee during the school day or during any school sponsored activity in which the employee is representing the school system.
2. No tobacco use will be allowed for anyone inside any school building at anytime.

TOBACCO USE POLICY

PHILOSOPHY: The Board believes that all persons 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.

Smoking and/or use of tobacco, in any form, by all employees, both certified and non-certified, including all citizens, 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 FOR BOARD OF EDUCATION EMPLOYEES

1st 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.

2nd 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.

3rd Offense:

In the event an employee violates the policy for a third time, the following steps will be required by the Haleyville Board of Education:

- 1) The employee shall be required to participate in a cessation program offered locally by an outside agency and approved by the Superintendent or a program offered on the school campus.
- 2) The employee shall be required to complete the entire course.
- 3) The Board will allow release time for the employee to attend the tobacco cessation program if the program is offered during school hours.

4th 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.

Adopted by the State Board of Education, July 11, 1995.