

Sumter County Schools
Tobacco Free Environment
Students Employees, Visitors, and Guests

The purpose of public schools is to educate children. Education is conducted not only through the academic curriculum but by example as well. It is, therefore, important that all staff members strive to be personal examples of what is taught that contributes to a wholesome life and personality.

The Sumter County Board of Education recognizes that smoking represents a health and safety hazard, which can have serious consequences for the smoker, non-smokers and the safety of all persons. In order to protect the students, employees, visitors and guests of the system, from an environment that may be harmful to them, the Board prohibits smoking by all students, employees, visitors and guests in all school buildings throughout the Sumter County School System.

It is specifically directed that the smoking ban will be in effect 24 hours a day, seven days a week, and will apply to anyone present on school property or in school vehicles. This policy will also apply to all students, employees, visitors and guests when attending any school sponsored activity on campus or on school property.

For the purpose of this policy, smoking will mean all uses of tobacco, including but not limited to cigars, cigarettes and pipes.

It is understood that this policy will be in addition to existing Board policy and Alabama State Law concerning the prohibition of smoking and/or use of tobacco products on schools property and buses.

Violations and disciplinary action: Employees and students who violate this policy will be subject to disciplinary action administered according to due appropriate process. Student disciplinary actions will follow the code of conduct the Sumter County School District Code of Student Conduct. Employee disciplinary action may include verbal warnings by the immediate Supervisor, written warning by the immediate Supervisor, written warning by the Superintendent, and/or dismissal by the Board.

TYPICAL DISCIPLINARY PROCEDIRES: EMPLOYEES

The following suggests a typical disciplinary procedure:

1st Offense: Immediate Supervisor will initiate and conduct a conference with the employee and remind the employee of policy requirement. A written record of the conference will be initiated.

2nd Offense: Supervisory 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.

3rd Offense: Referral to the Superintendent for consideration of Board discipline. Discipline may include but is not limited to recommendation of termination.

SOURCE: Sumter County Board of Education, Livingston Alabama.

ADOPTED: August 5, 2003, Ref: Federal: Pro Children's Act (PCA, Part C of Title X of Goals 2000: Education America Act, Public Law103-227) Ref: State: Alabama Administrative Code, Chapter: 290-1(1)(b)(2)-(2)-02. Regulations Governing Public Schools.

Tobacco-Free Workplace Policy
(School Board Employees)

The Sumter County Board of Education is declared tobacco-free. The Tobacco-Free Workplace Policy includes all Sumter County School System facilities, buildings, grounds, school-systems vehicles and other Sumter County Schools property as well as school-sponsored events. Programs will be provided to assist employees in cessation of smoking and other use of tobacco products.

Parents and other volunteers who participate in school-related activities will also refrain from using tobacco products during school activities.

SOURCE: Sumter County Board of Education, Livingston, Alabama.

ADOPTED: December 7, 1999