

TOBACCO USE BY PERSONNEL

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 District.

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 District 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, and all other persons, is hereby prohibited on, or in, all Board properties 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 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:

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.

STUDENTS' USE OF TOBACCO

Students in the School District shall not be permitted to smoke, use tobacco, or have tobacco in any form in their possession on the school grounds or in school buildings during the school day, or when riding school buses. Furthermore, students shall not be permitted to smoke or use tobacco in any form at school functions or activities while under the direct supervision of school personnel. Parental permission to possess, smoke, or otherwise use tobacco does not exempt a student from this policy. Certified school personnel shall organize and maintain programs of education designed to make students fully aware of the hazards of smoking and other usage of tobacco.

Students who violate this policy will be subject to appropriate disciplinary action.