

TYLER COUNTY POLICY: GG

TOBACCO CONTROL

The Tyler County Board of Education is concerned about the health of students and staff members. This policy is established to assist in the protection of the health of students and staff by preventing them from being exposed to second hand smoke and by prohibiting the use of all tobacco products on school property.

In compliance with state board policy, these regulations apply to any building or other property owned or operated by the Board of Education, the surrounding grounds, Board employees and students. This policy also applies to all vehicles owned or operated by the Board, and includes private automobiles or other non-Board owned vehicles used for school activities when students are present.

No tobacco product as defined in Tyler County Board of Education Policy JT shall be used at any time by any person in any area defined above.

School personnel supervising students off school grounds are prohibited from using any tobacco products while in the presence of students or any time while engaged in any activities directly involving students.

In recognition of the difficulty that persons habituated to nicotine have in withdrawal, the Board of Education will work with these employees to encourage their participation in a tobacco cessation program. Additionally, a staff development program will be conducted on this topic upon request.

Enforcement of this policy in outdoor stadiums, etc., will be an educational process. Announcements must be made prior to and during events to remind the public of this tobacco policy. Signs are to be posted indicating that tobacco use is prohibited. Printed programs must also remind the public of this policy.

School personnel who violate this policy shall be subject to the following sequential and progressive penalties:

1st Offense -- Verbal reminder through a conference with the employee's immediate supervisor. The supervisor will offer assistance in enrolling the employee in a tobacco cessation program.

2nd Offense -- Written reprimand to be placed in the employee's personnel file.

3rd Offense -- Should the individual refuse to enroll in or to carry out the tobacco cessation program, or should the employee continue to violate the tobacco control policy, the third offense will result in a one-day suspension without pay.

4th Offense -- The fourth (4th) offense will result in a five-day suspension without pay.

5th Offense -- The fifth (5th) Offense will result in a ten day suspension without pay, and a hearing for possible dismissal for insubordination.

New employees shall sign an acknowledgement that he or she has read this policy and will abide by it as a condition of employment. The signed statement will be maintained in each employee's personnel file.

REFERENCE: State Board Policy 2422.5

DATE: 3/21/16, 2/18/13, 11/20/07, 9/7/04, Amended: 3/4/96, 1/21/96

EFFECTIVE DATE: 7/1/96