

SECTION: ADMINISTRATIVE EMPLOYEES

TITLE: USE/POSSESSION OF TOBACCO PRODUCTS

ADOPTED: DECEMBER 1, 2014

Tyrone Area School District

323. USE/POSSESSION OF TOBACCO PRODUCTS	
1. Purpose	<p>The district is dedicated to providing a healthy, comfortable, and productive environment for staff, students, and citizens.</p> <p>The board recognizes that tobacco use during school hours and on school property presents a health and safety hazard that can have serious consequences for the user and the nonuser and the safety of the school.</p>
2. Definition	<p>For purposes of this policy, tobacco includes a lighted or unlighted cigarette, cigar, pipe or other smoking products, including but not limited to electronic cigarettes, personal vaporizers, or electronic nicotine delivery systems; or materials and smokeless tobacco in any form.</p>
3. Authority	<p>In order to protect students, staff and visitors from the safety hazards of smoking, and because the board cannot, even by indirection, condone the use of tobacco by students, staff and visitors, the board prohibits smoking in any school building and on any school property, buses, vans, and vehicles that are owned, leased, or controlled by the district used in connection with school activities.</p>
4. Implementation	<p>The district shall annually notify employees about the district's tobacco use policy by publishing such in handbooks, newsletters, posted notices, and other efficient methods.</p> <p>The superintendent or designee will report incidents involving the sale of tobacco to minors by employees on school property, at any school sponsored activity, or on a conveyance providing transportation to or from a school or school sponsored activity to the local police department that has jurisdiction over the school's property, in accordance with the state law and regulations, the procedures set forth in the memorandum of understanding with local law enforcement, and board policies.</p> <p>Any violation of this policy shall be referred to the appropriate supervisor.</p> <p>First Offense – a written warning with a copy placed in the employee's personnel file.</p> <p>Second Offense – a written reprimand with a copy placed in the employee's personnel file. In addition, the staff member shall be required to participate in a smoking cessation program at the employee's expense.</p>

Third Offense – this shall be considered insubordination and shall be dealt with according to the district’s progressive discipline policy and may result in suspension and/or dismissal.

REFERENCES

School Code, Section 510

PA Code (Title 22), Section 12.3
Act 145 of 1996