

- CLASSIFIED PERSONNEL -**Use of Tobacco, Alternative Nicotine, or Vapor Products****USE OF TOBACCO, ALTERNATIVE NICOTINE, OR VAPOR PRODUCTS PROHIBITED**

The use of any tobacco product, alternative nicotine product, or vapor product as defined in KRS 438.305 is prohibited for all persons and at all times on or in all property, including any vehicle, that is owned, operated, leased, or contracted for use by the Board and while attending or participating in any school-related student trip or student activity and is in the presence of a student or students.¹

Adequate notice shall be provided to students, parents and guardians, school employees, and the general public.

Signage shall be posted on or in all property, including any vehicle that is owned, operated, leased, or contracted for use by the Board, clearly stating that the use of all such products is prohibited at all times and by all persons on or in the property.

School employees shall enforce the policy. A person in violation of this policy shall be subject to discipline or penalties as set forth by the Board. Based on discretionary authority of the Superintendent and supervisors to consider factors such as the severity and number of violations, interventions and discipline for violations include, but are not limited to:

1. Verbal or written warning;
2. Documentation of the violative conduct in the employee evaluation;
3. Private reprimand;
4. Public reprimand;
5. Suspension without pay; and
6. Termination.

REFERENCES:

¹KRS 438.345
KRS 160.290; KRS 160.340
KRS 438.050; KRS 438.305
OAG 81-295; OAG 91-137
P. L. 114-95, (Every Student Succeeds Act of 2015)

RELATED POLICIES:

03.1327; 05.31; 06.221; 09.4232; 10.5