

Board Policy Document

STAFF PERSONNEL

Series 400

Policy Title: Tobacco Free Schools

Code Number: AR421

Tobacco includes, but is not limited to cigars, cigarettes, chewing tobacco, snuff, etc.

Violations observed on school property or in a District vehicle are to be reported to the employee's supervisor, the Director of Human Resources, or the Superintendent.

Disciplinary Action

Disciplinary actions will follow these guidelines:

Written Reprimand: Upon first offense, the employee will receive a written reprimand and be referred to the District's Employee Assistance Program.

Suspension: Upon second offense, the employee will be considered insubordinate and shall be suspended for not more than three working days without pay.

Dismissal: Upon third offense, the employee may be dismissed.

The Superintendent or Director of Human Resources may make adjustments to these disciplinary actions as he or she believes best meets the situation.

[Related Board Policies and Administrative Regulations: Board Policies 121, 405.12 and 504.15; Administrative Regulations AR1021 and AR504.15; Sioux

First Adoption: April 11, 1995

Revision Adoption: May 30, 2000/July 10, 2001/July 20, 2009

Legal Reference:

Sioux City Community Schools
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Board Policy Document

City Community School District Student Code K-12 Discipline, Expectations and Enforcement Guidelines and The Sioux City Community School District Extra-Curricular/Co-Curricular Code of Conduct.]

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