

PERSONNEL

Certified Employees

Tobacco Free Environment

To promote the health and safety of all students and staff and to promote the cleanliness of facilities, the board prohibits the use of all tobacco products on all school district property and in all school vehicles by all persons at all times. Employees using tobacco will be subject to the following consequences:

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| 1st offense | Written warning to be placed in employee file. |
| 2nd offense | Letter of reprimand to be placed in employees file and/or citation issued by police. |
| 3rd offense | Referral to superintendent's office. |