

SMOKING POLICY REGULATION

Effective December 14, 1989, the smoking of all tobacco products is expressly prohibited in and on all buildings owned and/or operated by the Rutherford Board of Education (P.L. 1989 C.96).

This policy applies to all students, staff and visitors.

Staff violations will incur the following penalties:

- a. The first violation will result in a verbal reprimand and said reprimand will be immediately reported to the Superintendent of Schools.
- b. A second violation will result in a written reprimand.
- c. A third violation will result in the withholding of a salary increment for the ensuing year.

(These violations are cumulative.)

Pupil violations will incur the following penalties:

| | |
|--------------------------|--|
| Smoking (first offense) | Two (2) days out of school suspension. |
| Smoking (second offense) | Three (3) days out of school suspension. |
| Smoking (third offense) | Five (5) days out of school suspension. |

Visitors & Contractual Workers:

1. Any violator will be requested to leave immediately.
2. Refusal will result in filing a complaint with the Rutherford Police Department.

Adopted: December 11, 1989
Revised: December 11, 1995