



Book	Policy Manual
Section	Chapter 2 - Human Resource Services
Title	Tobacco/Cotinine/Nicotine-Free Hiring - SUSPENDED January 2, 2024 - January 1, 2025
Code	2.47
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## **EXTEND EMERGENCY SUSPENSION OF POLICY 2.47 FROM January 2, 2024 - January 1, 2025**

### Tobacco/Cotinine/Nicotine-Free Hiring Policy

1. The School District is committed to promoting health, wellness, and disease prevention within the community and to providing a safe, clean, and healthy environment for our employees and citizens. The use of tobacco/cotinine/nicotine products is a known and established hazard to the health and well-being of those who use them as well as those around them. The health problems created by the use of these products contribute to the increase in health care costs and the rise in insurance premiums. Use of tobacco/cotinine/nicotine products has been shown to decrease employee productivity and efficiency, and increase absenteeism. It is in recognition of these factors that the District is taking measures to develop a tobacco/cotinine/nicotine-free workforce. The School Board hereby establishes a tobacco/cotinine/nicotine-free hiring policy for all individuals applying for any position which qualifies for insurance benefits within the District. It is the intent of this policy that employees hired in insurance benefit eligible positions after the effective date of this policy must successfully pass a tobacco/cotinine/nicotine test and remain tobacco/cotinine/nicotine-free for the duration of their employment.
2. For the purposes of this policy, tobacco/cotinine/nicotine is defined to include any products that may include tobacco/nicotine and are intended or expected for human use or consumption, including but not limited to, any lighted or unlighted cigarette, cigar, pipe, bidi cigarette, clove cigarette, hookah, and any other smoking product; and spit tobacco, also known as smokeless, dip, chew and snuff, twist in any form (i.e. lozenges, strips, patches, pouches, pills, etc.), to also include forms of electronic nicotine delivery system devices such as but not limited to e-cigarettes and vaping.
3. It is the responsibility of the applicant to recognize the use of tobacco/cotinine/nicotine products and the potential for an unfavorable test result. If an applicant receives an unfavorable test result for tobacco/cotinine/nicotine, the individual is not eligible for permanent employment for six (6) months following the test collection date. After six (6) months has passed, the applicant is eligible to reapply for permanent positions.

Legal  
Rulemaking Authority: Sections 1001.41; 1001.42, F.S.  
Laws Implemented: Sections 1001.42; 1001.43, F.S.

**Last Modified by Lenaha Kidd on January 19, 2024**