



THE SCHOOL DISTRICT OF ESCAMBIA COUNTY

75 NORTH PACE BOULEVARD, PENSACOLA, FLORIDA 32505
PHONE (850) 432-6121
www.escambiaschools.org

SUSPENDED FROM JULY 1, 2022 – JANUARY 1, 2024

NOTICE TO APPLICANTS

~~ALL APPLICANTS OFFERED A POSITION OF EMPLOYMENT WILL BE REQUIRED TO COMPLETE A TOBACCO/COTININE/NICOTINE-FREE AGREEMENT OR NOTICE.~~

~~ANY APPLICANT OFFERED A POSITION, WHICH QUALIFIES FOR THE DISTRICT'S HEALTH INSURANCE BENEFITS, THAT HAS USED TOBACCO/COTININE/NICOTINE PRODUCTS WITHIN SIX (6) MONTHS FROM THE DATE OF APPLICATION TESTING POSITIVE FOR TOBACCO/COTININE/NICOTINE WILL NOT BE ELIGIBLE FOR EMPLOYMENT.~~

Please be advised that at the regular meeting of the Escambia County School Board on Tuesday, June 21, 2011, the Board approved the *Tobacco-Free Hiring Policy, S.B.R. 2.47*, to be implemented with an effective date of **October 1, 2011**. The policy was amended with an effective date of April 18, 2017 and the new name and terms of that policy are as follows:

~~2.47 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 health insurance benefits within the District. It is the intent of this policy that employees hired in insurance benefit 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, twists 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.~~

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~~TOBACCO/COTININE/NICOTINE-FREE~~ AGREEMENT

~~(For all applicants applying for a **PERMANENT** position, which qualifies for health insurance benefits, this form must be included with your application in order to be considered for employment with the School District of Escambia County, Florida)~~

~~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 School District of Escambia County, Florida is taking measures to develop a tobacco/cotinine/nicotine free workforce. Effective originally on October 1, 2011, and amended on April 23, 2013, April 18, 2017, and thereafter, applicants seeking employment for any position, which qualifies for health insurance benefits, with the School District of Escambia County, Florida will be required to sign this affidavit indicating whether or not they have used tobacco/cotinine/nicotine products within the six (6) months immediately preceding their application for employment. The pre-employment drug screening process will also test for tobacco/cotinine/nicotine.~~

APPLICANT'S AGREEMENT

I, _____ (print name), affirm and understand that as a condition of my employment, ~~I have been tobacco/cotinine/nicotine free for six (6) months and I will remain tobacco/cotinine/nicotine free for the duration of my employment with the Escambia County School District.~~ I understand that a **positive drug** screening will result in a withdrawal of the employment offer and I will never be eligible to be employed by the District. I further understand that a **positive tobacco/cotinine/nicotine** screening will render me ineligible for permanent employment by the District for a minimum of a six (6) month period from the date of the positive tobacco/cotinine/nicotine test.

Signature of Applicant

Date

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~~TOBACCO/COTININE/NICOTINE-FREE~~ NOTICE

(For all applicants applying for a TEMPORARY/SUBSTITUTE/PART TIME (not qualified for health insurance benefits) position, this form must be included with your application in order to be considered for employment with the School District of Escambia County, Florida)

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 School District of Escambia County, Florida is taking measures to develop a tobacco/cotinine/nicotine free workforce. Effective originally on October 1, 2011, and amended on April 18, 2017, and thereafter, applicants seeking employment for any position, which qualifies for health insurance benefits, with the School District of Escambia County, Florida will be required to sign this affidavit indicating whether or not they have used tobacco/cotinine/nicotine products within the six (6) months immediately preceding their application for employment. The pre-employment drug screening process will also test for tobacco/cotinine/nicotine.

APPLICANT'S ACKNOWLEDGEMENT

I, _____ (print name), affirm and understand that as a condition of my employment, ~~I may apply for any temporary/substitute/part time position within the District that does not qualify for health insurance benefits. I further understand that if I subsequently apply for a permanent or other position offering health insurance benefits, I will be required to sign the Tobacco/Cotinine/Nicotine-Free Agreement confirming that I have been tobacco/cotinine/nicotine free for six (6) months and I will remain tobacco/cotinine/nicotine free for the duration of my employment with the Escambia County School District.~~ I understand that a **positive drug** screening will result in a withdrawal of the employment offer and I will never be eligible to be employed by the District. I further understand that a **positive tobacco/cotinine/nicotine** screening will render me ineligible for permanent employment by the District for a minimum of a six (6) month period from the date of the positive tobacco/cotinine/nicotine test.

Signature of Applicant

Date