



THE SCHOOL DISTRICT OF ESCAMBIA COUNTY

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MALCOLM THOMAS, SUPERINTENDENT

NOTICE TO APPLICANTS

ALL APPLICANTS OFFERED A POSITION OF EMPLOYMENT WILL BE REQUIRED TO COMPLETE THE TOBACCO FREE AGREEMENT.

ANY APPLICANT THAT HAS USED TOBACCO PRODUCTS WITHIN SIX (6) MONTHS FROM THE DATE OF APPLICATION AND TEST POSITIVE FOR 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 terms of that policy are as follows:

- (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 and tobacco 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 and tobacco 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-free workforce. The School Board hereby establishes a tobacco-free hiring policy for all individuals applying for any position within the District. It is the intent of this policy that employees hired after the effective date of this policy remain tobacco-free for the duration of their employment.

- (2) For the purposes of this policy, "tobacco" is defined to include products that include tobacco 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, and any other smoking product, and spit tobacco, also known as smokeless, dip, chew and snuff, in any form (i.e. lozenges, strips, pouches, etc.).

TOBACCO-FREE AGREEMENT

(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 and tobacco products is a known and established hazard to the health and well-being of those who use 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 and tobacco 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-free workforce. Effective, October 1, 2011, and thereafter, applicants seeking employment with the School District of Escambia County, Florida will be required to sign this affidavit indicating whether or not they have used tobacco or tobacco products within the six (6) months immediately preceding their application for employment. The pre-employment drug screening process will also test for nicotine.

APPLICANT'S AGREEMENT

I, _____ (print name), affirm and understand a condition of my employment is that I have been tobacco free for six (6) months and **I will remain tobacco 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 (nicotine)** screening will render me ineligible for employment by the District for a minimum of a twelve (12) month period from the date of the positive nicotine test.

Signature of Applicant

Date

Witness:

Date