

**4118.231/Staff Use and Possession of Smoking Products,  
Tobacco Products, Drugs, and Alcohol**

TRUMBULL PUBLIC SCHOOLS  
BOARD OF EDUCATION  
POLICY MANUAL

SECTION: 4000  
CATEGORY: Personnel – Certified and  
Non-Certified  
POLICY CODE: 4118.231/Staff Use and  
Possession of Smoking  
Products, Tobacco Products,  
Drugs, and Alcohol

**STAFF USE AND POSSESSION OF SMOKING PRODUCTS,  
TOBACCO PRODUCTS, DRUGS, AND ALCOHOL**

**Policy Statement**

The Trumbull Board of Education strives to provide a more healthful environment for persons using the Board of Education facilities. The use of all smoking products, tobacco products, drugs, and alcohol is prohibited at all times in all school facilities, in all school buildings, on all school property, both inside and outside, and on all buses or other transportation vehicles under the jurisdiction of the Board of Education.

For the purposes of this policy, “tobacco product” is defined to include, but is not limited to, cigarettes, cigars, blunts, bidis, pipes, chewing tobacco and all other forms of smokeless tobacco, rolling papers, and any other items containing or reasonably resembling tobacco or tobacco products, such as electronic cigarettes.

The use of electronic nicotine delivery systems and vapor products is also prohibited. “Electronic nicotine delivery system” is defined as an electronic device used in the delivery of nicotine or other substance to a person inhaling from the device, and includes, but is not limited to, an electronic cigarette, electronic cigar, electronic cigarillo, electronic pipe, or electronic hookah, and any related device, and any cartridge or other component of such device, including, but not limited to, electronic cigarette liquid. “Vapor product” is defined as a product employing a heating element, power source, electronic circuit, or other electronic, chemical, or mechanical means, regardless of shape or size, to produce a vapor that may or may not include nicotine that is inhaled by the user of such product. “Electronic cigarette liquid” is defined as a liquid that, when used in an electronic nicotine delivery systems or vapor product, produces a vapor that may or may not include nicotine and is inhaled by the user of such electronic nicotine delivery system or vapor product.

For the purposes of this policy, “drug” is defined as any substance other than food or water that is intended to be taken or administered (ingested, injected, applied, implanted, inhaled, etc.) for the purpose of altering, sustaining, or controlling the recipient’s physical, mental, or emotional state. Drugs may include, but are not limited to, alcoholic beverages; controlled substances such as marijuana, hallucinogens, cocaine, barbiturates, amphetamines, narcotics; and non-authorized prescription drugs. For purposes of this policy, “controlled substances” shall include all controlled substances prohibited by federal and state law, look-alike drugs, alcoholic beverages, anabolic steroids, drug paraphernalia, any volatile solvents or inhalants, such as but not limited to glue and aerosol products, and prescription or patent drugs, except those for which permission

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for use in school has been granted pursuant to Board policy. Staff are prohibited from the use and/or possession of any substance containing cannabidiol (CBD) or tetrahydrocannabinol (THC), regardless of whether it constitutes a controlled substance under federal law.

No employee engaged in work in the Trumbull Public School District shall unlawfully manufacture, distribute, dispense, possess, or use on or in the workplace any alcohol, narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, or any other controlled substance. Controlled drugs are further defined in Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812) and further defined by regulation at 21 C.F.R. 1300.11 through 1300.15.

The “workplace” is defined to mean the site for the performance of work done. That includes any school building or any school premises; any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities; off school property during any school-sponsored or school-approved activity, event, or function, such as a field trip or athletic event, where students are under the jurisdiction of the District.

As a condition of employment, each employee shall notify his or her supervisor of a legal conviction for any criminal drug statute violation occurring in the workplace as defined above, no later than 5 days after such conviction.

As a condition of employment, each employee shall abide by the terms of the District’s policy respecting a drug-free workplace.

As a condition of employment, an employee who violates the terms of this policy will be subject to disciplinary action which may include the employee’s successful completion of an appropriate rehabilitation program; the employee’s non-renewal; the employee’s having his or her employment suspended or terminated, at the discretion of the Board; and/or the employee’s referral for prosecution.

It is required that employees be given a copy of this policy and be kept informed of any further steps in the District’s drug-free awareness program, including possible information of rehabilitation programs.

Adopted: 3/4/1992  
Revised: 10/4/2000, 8/1/2006,  
3/27/2012, 10/15/2013, 5/23/2017,  
8/27/2019, 6/16/2020

**References**

- Drug-Free Workplace Act. 102 Stat. 4305-4308. 54 Fed. Reg. 4946 (1989)
- Drug-Free Schools and Community Act, Public Law 99-570, as amended by Public Law 101-226 (1991)
- 21 U.S.C. 812, Controlled Substances Act, I through V, Section 202

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- 21 C.F.R. 1300.11 through 1300.15
- Connecticut General Statutes § 19a-342
- Connecticut Public Act 19-13, “An Act Prohibiting the Sale of Cigarettes, Tobacco Products, Electronic Nicotine Delivery Systems, and Vapor Products to Persons under Age Twenty-One”

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**Regulations**

Any violation of this policy shall be referred to the Assistant Superintendent of Schools, who shall review, monitor, and recommend to the Superintendent disciplinary action as appropriate. Disciplinary action may include the employee's successful completion of an appropriate rehabilitation program; the employee's non-renewal; the employee's having his or her employment suspended or terminated, at the discretion of the Board; and/or the employee's referral for prosecution.