



Tobacco Free Workplace

RESOURCES FOR INSURED AND NON-INSURED EMPLOYEES

Tobacco Free Policy (Section AA)

1. Smoking and the use of all tobacco products are prohibited by law inside all School Board facilities and in all “common areas” as defined in the Florida Clean Indoor Air Act to be “any hallway, corridor, lobby, aisle, water fountain area, restroom, stairwell, entryway, or conference room...”
2. The current practice whereby the worksite administrator designates employee outdoor smoking area(s) that are shielded from student view and are located away from regularly used student activity areas on existing School Board grounds shall continue, except under the following conditions, until July 1, 2016:
 - a. Effective July 1, 1996, all future newly acquired worksites, including all School Board real and personal property located on these sites, shall be designated as smoke and tobacco free. No employee at these sites shall use any tobacco product in the building(s) or on any outside grounds. This includes the use of such tobacco products in motor vehicles with the exception of those vehicles entering or exiting the worksite(s).
 - b. Any school or worksite that is rebuilt or remodeled shall be designated as smoke and tobacco free regardless of when the property was acquired.
 - c. All employees assigned to any School Board facility which is not smoke and tobacco free shall be surveyed once each year – if requested by any employee at the facility. Such request shall be made in writing by September 30 to the Director of Employee Relations, with a copy provided to the President of the Union. The intent of the survey is that, as all employees at any such facility declare that they are nontobacco users or are willing to refrain from the use of tobacco products at the facility, the facility shall be declared tobacco free.
3. Effective July 1, 2016, all school grounds, campuses, property, and all Board vehicles, including golf cars and school buses, whether owned or leased by the Board, shall be tobacco free and free of the use of tobacco at all times. This includes the use of tobacco in motor vehicles with the exception of those moving vehicles entering or exiting the work site(s).
4. Until tobacco use is prohibited as described above effective July 1, 2016, the district shall not involuntarily transfer any teacher who is a tobacco user to a position at a smoke and tobacco free site without his/her consent.
5. For purposes of this policy, “use of tobacco” shall mean all uses of tobacco, including cigars, cigarettes, pipe tobacco, chewing tobacco, snuff, or any other matter or substances that contain tobacco and the possession of papers used to roll cigarettes. The “use of tobacco” shall also include the use of electronic, vapor, look alike, clove, or any other substitute forms of cigarettes or any smoking devices.
6. The district shall continue to promote smoking cessation through its Health and Wellness Centers and/or other local health agencies that may offer similar programs.

Frequently Asked Questions

WHAT DOES TOBACCO FREE MEAN?

Beginning July 1, 2016, the district will be 100% tobacco free. This means the use of any tobacco or tobacco-like substances and devices is prohibited on or in school property. Examples of tobacco and tobacco-like substances and devices include:

1. Cigars
2. Cigarettes
3. Pipe tobacco
4. Chewing tobacco
5. Snuff
6. Any other matter or substances that contain tobacco
7. The possession of papers used to roll cigarettes
8. Any other substitute forms of cigarettes
 - a. Electronic
 - b. Vapor
 - c. Look alike
 - d. Clove
9. Any smoking devices

CAN I GO OUTSIDE TO MY CAR AND SMOKE?

No, the policy prohibits the use of tobacco in motor vehicles on school grounds with the exception of moving vehicles entering or exiting the worksite(s).

CAN I SMOKE IF I AM AWAY FROM THE BUILDING AND OUT OF SITE OF STUDENTS?

All school grounds, property, vehicles (Buses, Golf Carts, etc.) and campuses are included in the Tobacco Free Policy regardless of if they are within view of students.

WHAT RESOURCES ARE AVAILABLE TO HELP ME QUIT?

Please view the following page for information on available resources to help you quit.

Resources Available to Help You Quit

FOR ALL EMPLOYEES

1. CareHere provides onsite 8 week Tobacco Cessation class conducted by a Tobacco Cessation Health Coach. These classes consist of one hour meetings once a week, which are designed to support participants into becoming tobacco free.
 - a. Employees covered under the District's group medical plan, who have been approved by our CareHere providers for medication, will have access to Chantix for \$35 copay while working through the program.
 - b. Employees who are not covered may work with their primary care physician (PCP) to receive Chantix. The cost of Chantix may vary depending on the individual's outside coverage. A \$75 off coupon will be provided for these employees.

Visit www.PascoGoHealthy.net and click on "Tobacco Cessation" for more information and a list of onsite tobacco cessation classes from CareHere. Class times and locations are also available on the Wellness Calendar under the "More" tab.

2. Tobacco Free Florida offers resources for all school district employees. In addition to online and toll-free counseling, Tobacco Free Florida offers free face-to-face classes through the Florida Area Health Education Centers (AHEC). AHEC hosts 2 onsite classes; one 2-hour session or a six week group session. AHEC also provides participants with one month free Nicotine Replacement Therapy (gum, lozenges, and patches) for those who enroll in one of the two programs.

Visit www.PascoGoHealthy.net and on "Tobacco Cessation" for more information and a list of onsite tobacco cessation classes from AHEC. Class times and locations are also available on the Wellness Calendar under the "More" tab.

FOR COVERED EMPLOYEES

1. CareHere provides the same 8 week Tobacco Cessation class online for those who cannot commit to once-a-week meetings. Covered participants in both the online and onsite classes are monitored closely by our CareHere Providers. Chantix medication is also available, for \$25 copay, to participants who are working through the online CareHere Tobacco Cessation program and who have been approved by our providers for medication.

Visit www.PascoGoHealthy.net and click on "Tobacco Cessation" for more information on the online tobacco cessation classes from CareHere. Information on the CareHere classes is also available at the Health and Wellness Centers.

Online Resource Links

District Wellness Page:

<http://connectplus.pasco.k12.fl.us/do/gohealthy/index.php/tobacco-cessation/>

Smoke Free

<http://smokefree.gov/>

Tobacco Free Florida


<http://www.tobaccofreeflorida.com/how-to-quit/3-ways-quit/in-person/>

Gulfcoast North AHEC


<http://www.gnahec.org/>

CareHere

<http://carehere.com/>



health management
behavioral health
EXERCISE
NUTRITION
Wellness



Pasco County Schools and CareHere have partnered to offer

Beat the Pack Kick the Can

Online CareHere Connect Tobacco Cessation Program is for employees and spouse/dependents (over 18 years) who are covered under the District Health Plan. Onsite Tobacco Cessation Programs will be available to ALL employees.

Participants may complete the program via CareHere Connect and/or with the CareHere Tobacco Cessation Health Coach

Important components of support for success:

- 8 consecutive web-based workshops viewed through CareHere Connect
- Nutrition, Exercise and Mental Health Support
- Development of effective skill sets as they relate to Tobacco Cessation
- Ongoing support for at least one year from the Tobacco Cessation Health Coach and CareHere Provider
- Chantix or other medication available and based on CareHere Physician approval.



What is the cost?


Participants who choose to utilize Chantix Medication will be required to gain prior authorization from health coach to receive Chantix at a \$35 copay. To further obtain medication, participants must continue to work through CareHere Connect Tobacco Cessation program to gain future authorization.

Please speak with your CareHere Provider for more details about Chantix medication. **Chantix copay program is only for those covered under the District's Health Plan.**

If you are interested in participating in this program, your first step is to schedule an appointment with the CareHere Health and Wellness Center provider in order to be enrolled into the program. You may also contact **Stacy Gavin, Director of Health and Wellness** at **877.866.6430 ext. 539** or sgavin@carehere.com.

Go to www.CareHere.com or call **877.423.1330** to make an appointment.

Connect with us, and learn more about *CareHere!*
877.423.1330 • www.CareHere.com •  



Appendix B



IQuit with AHEC Offers Two Programs:

Option 1: A 2-hour session where participants learn how to develop a successful quit plan.

Option 2: Support groups meet once a week for 6 weeks and cover a variety of topics including coping with withdrawal symptoms, managing addiction and preventing relapse.

Nicotine Replacement:

FREE nicotine patches, lozenges and gum to help tobacco users cope with nicotine withdrawal symptoms (*while supplies last and if medically appropriate*).

Group Counseling:

Is an effective and critical component of any quit attempt, and can double the success rate of quitting tobacco.

IQuit with AHEC is the in-person option of Tobacco Free Florida's 3 Free and Easy Ways to Quit.

Programs cover all forms of tobacco.

Sponsored by: Gulfcoast North AHEC and the Florida Department of Health.



813.929.1000

www.ahectobacco.com