

**RICE CONSOLIDATED INDEPENDENT SCHOOL DISTRICT**

**NOTICE TO EMPLOYEES REGARDING DRUG-FREE SCHOOLS**

The standards of Conduct in the Rice Consolidated Independent School District prohibit the unlawful manufacture, dispensation, possession, sale, or use of a controlled substance, illicit drug, and alcohol, as those terms are defined in state and federal law, in the workplace, on school premises, or as part of any district activity. Compliance with these requirements and prohibitions is mandatory and is a condition of employment. As a further condition of employment, an employee shall notify the Superintendent of any criminal drug statute conviction the employee incurs for a violation in a workplace no later than five days after such conviction.

Employees who violate this prohibition shall be subject to disciplinary sanctions. Such sanctions may include referral to drug and alcohol counseling or rehabilitation programs, employee assistance programs, termination from employment with the district, and referral to appropriate law enforcement officials for prosecution.

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I have read the district's notice regarding drug-free schools and understand that compliance with the Standards of Conduct is mandatory. I am responsible for following the Standards of Conduct. Further, I understand that I will be subject to possible disciplinary sanctions which can include referral for prosecution if I am found to have violated the district's Standards of Conduct which prohibit the unlawful manufacture, dispensation, possession, sale or use of controlled substance, illicit drug, and alcohol, as those terms are defined in state and federal law, in the workplace, on school premises, or as part of any district activity.

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Employee's Signature

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Date