



# Roanoke Rapids Graded School District

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*Dennis J. Sawyer*  
**Superintendent**

**TO:** All Employees  
**FROM:** Dennis J. Sawyer, Superintendent  
**SUBJECT:** Drug-Free Schools and Campuses

A handwritten signature in black ink, appearing to read 'Dennis J. Sawyer', written in a cursive style.

The Federal Drug-Free Schools and Campuses Act requires that we make each of our employees aware of the policies of the Board of Education pertaining to drugs and alcohol and their relationship to both students and employees. Please read this information carefully.

The Roanoke Rapids Graded School District is committed to providing educational opportunity for all students in a positive and orderly learning environment. The school system further recognizes that education is more than skills development and accumulation of knowledge, and encourages the guidance of our students toward a sense of responsibility to school and their futures. The Roanoke Rapids Graded School District supports the concept that the use of illicit drugs and unlawful possession of such drugs is wrong and harmful.

It is the policy of the Roanoke Rapids Board of Education that a drug free workplace shall be maintained. The Board prohibits the unlawful manufacture, distribution, dispensing, possession, or use of any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, anabolic steroids, alcohol, counterfeit substances or any other controlled substance as defined in schedules I through V of Section 202 of the controlled Substances Act (21 V.S.C.812) and further defined by regulation at 21 CFR 1300.11 through 1300.15. No employee shall be impaired by the excessive use of prescription or nonprescription drugs.

This policy shall govern each employee before, during or after school hours, while on any property owned or leased by the Board, at anytime during which the individual employee is acting in the course and scope of his/her employment with the Board and at any other time that the employee's violation of this policy has a direct and adverse effect upon the performance of his/her job.

It is a condition of both direct and indirect employment on any federal grant that each individual shall comply with this policy and shall notify his/her supervisor in writing of his/her conviction of any criminal drug statute for a violation occurring in the circumstances set out in the preceding paragraph. Notification shall be made no later than five (5) calendar days after such conviction.

Violation of this policy shall subject an individual to personnel action by the Board which could result in non-renewal or termination of employment with the Roanoke Rapids Graded Schools or the requirement that the employee participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by the Board, a Federal, State, or local health, law enforcement, or other appropriate agency. Information concerning available counseling, rehabilitation, and re-entry programs shall be provided to employees.

The proper use of a drug authorized by valid medical prescription from a legally authorized health care provider shall not be considered a violation of this policy when the drug is taken by the person for whom the drug was prescribed.

In order for a Drug Free Society to develop, every individual must become involved in promoting this effort. Please be assured that the Roanoke Rapids Graded School District is committed to helping the community work toward this goal.

DJS/tfb

Regulations require that a record of your having received this message be kept on file at the central office. Please signify your having received this message by signing one copy of this memo.

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Signature

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Date