

Community R-VI Student Drug Testing Policy

Statement of Purpose and Intent

While all drugs have the potential to harm, some drugs are more harmful than others. For a small number of people, drugs lead to serious and far-reaching consequences not only for themselves, but their families, their communities, and society in general. Drugs can have an impact on their education, their relationships, their choices, and can prevent one from reaching their full potential.

For the safety, health, and well being of the students of the Community R-VI School District, the district has adopted this policy for the R-VI students who participate in off-season and in-season extracurricular and co-curricular activities in grades 7-12 as enumerated below.

It is the desire of the Board of Education, administration and staff that every student in the Community R-VI School District refrains from using, possessing, or distributing illegal drugs and alcohol. Substance abuse prevention programs have been utilized throughout the district in all grades, kindergarten through grade twelve. Instruction is provided for drug abuse prevention in health, counseling and science classes as appropriate for various grade levels. The key component of this program is to open the lines of communication between students and parents about the serious matter of drug usage and abuse and to offer support for those who may need it.

We believe that students at Community R-VI need to have assistance in dealing with the peer pressure associated with drugs and alcohol. This process will help give them another way to say "NO" to those things.

Participation in district-sponsored extracurricular and co-curricular activities is a privilege. Accordingly, students in extracurricular and co-curricular activities carry a responsibility to themselves, their fellow students, their parents, and their school to set the highest possible examples of conduct, which include avoiding the use or possession of illegal drugs and alcohol.

It is the belief of the Community R-VI Board of Education, administration, staff, and community that this policy will assist the district's efforts to reduce the use of illegal drugs and promote safety in the District. This policy is intended to complement and supplement all other policies, rules and regulations of the district regarding possession or use of illegal drugs.

The actions of this policy relate solely to limiting the opportunity of any student in violation of this policy to participate in extracurricular or co-curricular activities. There will be no suspension from school for violation of this policy, **except** when the district's discipline policy is also violated. Students will be subject to the penalties of this policy as deemed appropriate.

This policy does not affect other policies and practices of the school district in dealing with drug or alcohol use or possession where reasonable suspicion is obtained by means other than the mandatory and random sampling discussed here. All students involved in the covered activities will be included in the random pool for testing throughout the school year. Once a student's name enters the testing pool, they will be in the pool the remainder of the school year and subject to random testing.

Definitions

Activities – includes any school-sponsored activity in the following three categories: Missouri State High School Activities Association (MSHSAA) sanctioned activities, competitive activities, and noncompetitive activities.

The activities, by categories are as follows:

MSHSAA Activities – athletics, band, choir, speech and debate, drama, cheerleading, and academic competition

Co-curricular Activities – activities that students participate in outside of the classroom as a result of being enrolled in school offered class. Co-curricular activities include, but are not limited to:

FFA	FCCLA	FBLA
NHS	FTA	STRIVE
SPEECH & DEBATE	TREND	QUIZ BOWL
SKILLS USA	CLASS LEADERSHIP	ART CLUB
STUDENT COUNCIL	SCIENCE CLUB/ENVIROTHON	
BAND	CHORUS/VOCAL MUSIC	
DRAMA	FIELD TRIPS	

Extracurricular Activities - activities that take place outside the regular course of study in school. Extracurricular activities include, but are not limited to:

Baseball	Basketball	Softball	Cheerleading
Track	Prom (other school-sponsored dances)	Reward/Field Trips	

Participant – is any student in grades 7-12 who is involved in extracurricular or co-curricular activities as enumerated under "Activities: of the policy and is thereby eligible to be randomly selected for drug testing.

Off-season – refers to those students who participated the previous year or current year in any activity.

In-season – refers to those students presently participating in an activity.

Drug Test – means a scientifically substantiated method to test for the presence of illegal drugs in a person’s urine.

Illegal Drugs – means any substance that a student may not sell, possess, use, distribute, or purchase under either federal or Missouri law. Illegal Drugs include, but are not limited to, all scheduled drugs as defined by Missouri law, all prescription drugs obtained without authorization and all prescribed drugs or over-the-counter drugs being used in dosages, frequency or ways other than directed.

Prescription Medication Abuse – includes any medication not belonging to the students or evidence when the level in a urine specimen is above the normal prescriptions.

Performance-Enhancing Drug – includes anabolic steroids and any other natural or synthetic substance used to increase muscle mass, strength, endurance, speed or other athletic ability. The term “Performance-Enhancing drugs” does not include dietary or nutritional supplements such as vitamins, minerals, and proteins, which can be lawfully purchased in over-the-counter transactions.

Screening Test – is the initial urine test, which will not be considered basis as the final positive result.

School Year – includes, but is not limited to, all days including and between the first day of classes in the fall and the last day of school in the spring.

Non-negative – is a positive result to the initial screening test prior to confirmation through a gas chromatography/mass spectrometry test.

Positive – means a gas chromatography/mass spectrometry test result, which is considered to demonstrate the presence of an illegal drug. The testing facility will determine positive results using industry standards.

Amphetamine	1000ng/ml	Cocaine	300ng/ml
Methamphetamine	1000ng/ml	Morphine (Opiates)	2000ng/ml
THC (marijuana)	50ng/ml	Alcohol	Trace

The above listing is an example only and is not intended to be exhaustive.

Adulterant/Adulteration – refers to any attempt to alter the outcome of a urine drug test by adding a substance to the sample, attempting to switch, or otherwise interfere with the detection of illicit or banned substance in the urine, or purposefully over hydrating oneself in an attempt to dilute the urine to decrease possible detection of illicit or banned substances.

Reasonable Suspicion – may be found, but not limited to 1) observed possession or use of substances appearing to be prohibited drugs, 2) arrest or conviction for a criminal offense related to the possession or transfer of prohibited drugs or substances, or 3) observed abnormal appearance, conduct or behavior reasonable interpreted as being caused by the use of prohibited drugs or substances. Among the indicators that may be used in evaluating a student-athlete's abnormal appearance, conduct of performance are: class attendance, significant GPA changes, athletic practice attendance, increased injury rate or illness, extreme physical appearance changes, academic/athletic motivational level, emotional condition, mood changes and legal involvement.

Procedures and Guidelines

Each participant in activities and/or student drivers will be invited to attend a drug awareness session and receive copies of the Student Drug Testing policy and its procedures and Student Activities Drug Testing Consent Form. The completed consent form must be returned to the office within seven (7) school days after receipt.

A student may refuse to be randomly tested, but if he or she chooses to do so, he or she will immediately be suspended from participating in covered activities and parking privileges for 365 days. The student will need to produce a negative test prior to being eligible to practice or participate after the 365-day suspension has been served. Any student removing his/her name from the drug-testing pool will be ineligible for activities for three hundred sixty-five (365) calendar days.

Students who do not choose to participate in activities may still participate in the drug testing program on a voluntary basis by submitting the Student Drug Testing Consent Form to the office.

A contracted company will randomly test participating students, once they become a part of any covered activity. A random selection of pool members from grades 7-12 will be chosen each time a test is given. Once a student enters the testing pool, they will be eligible for random testing until the end of the school year. All students and their parents(s)/guardian(s) must sign a consent form annually for their student to participate in any covered activity. For random testing, each student will be assigned a number that will be maintained in the school office. Students who wish to drop out of the drug pool must have their parent/guardian meet with the

principal and activities/athletic director. The parent/guardian must sign a release form stating that they no longer wish to participate in the drug pool. Once a student is dropped from the drug pool they are immediately suspended from any covered activity and are no longer allowed back into the pool for the remainder of the academic year in which they student withdrew. The student must, at their expense, produce a negative test result by a school-approved testing agency before they will be admitted back into the pool at the beginning of the next school year.

Any drug test required by the District under the terms of this policy will be administered by or at the direction of a drug-testing company chosen by the District using scientifically validated toxicological methods. The drug-testing company will be required to provide to the District detailed written specifications to assure chain of custody of the specimens, proper laboratory control and scientific testing.

All aspects of the drug-testing program, including the collection of specimens, will be conducted to safeguard the personal and privacy rights of participants. The test specimen shall be obtained in a manner designed to minimize intrusiveness of the procedure. In particular, the specimen must be collected in a private facility behind a closed stall. The drug testing company technician will supervise the participant at the collection facility. The technician will not observe the participant while specimen is being collected, but the technician will be present outside the stall to listen for the normal sounds of urination to guard against tampered specimens and to ensure an accurate chain of custody of the specimens. The technician will verify the normal warmth and appearance of the specimen. If at any time during the testing procedure the technician has reason to believe or suspect that a student is tampering with the specimen, the technician may stop the procedure and determine if a new sample should be obtained.

If the screening test is positive, it will be considered a non-negative. Only a designated school district employee will know the identity of the non-negative student. Confirmation will be made through a second and different test of the same specimen. The second test will use a gas chromatography/mass spectrometry technique. Each sample will be tested for adulterants. In an adulteration substance is found, the test will be considered to be positive.

If the gas chromatography/mass spectrometry test for any student has a positive result, the medical review officer will confirm the positive result and contact the parent(s)/guardian(s) and superintendent with the results. If the participant asserts that the positive test results are caused by some way other than use or consumption of an illegal drug by the participant, the participant and parent(s)/guardian(s) will be given up to seventy-two (72) hours to present evidence to the medical review officer, including a list of medications the participant has taken, to show cause for the positive result other than the use or consumption of illegal drugs. A specimen will not be reported positive unless the second test utilizing the gas chromatography/mass spectrometry

procedure is positive for the presence of an illegal drug and the review of additional evidence provided by the participant and parent(s)/guardian(s) is complete.

The District will rely on the opinion of the medical review officer in determining whether the positive test result was produced by means other than use or consumption of an illegal drug by the participant.

Once a positive result is determined, the medical review officer will inform both the parent/guardian of the individual and the Superintendent of the positive result. The Superintendent will inform the Principal, the head coach and/or sponsor. The participant will become ineligible immediately from all covered activities.

Upon suspension from activities based upon a positive drug test, the participant may appeal within 5 days in writing the medical review officer's decision to the Superintendent. The Superintendent will review evidence and provide their written decision to the participant and parent(s)/guardian(s) within five (5) working days of the appeal.

The Superintendent's decision may be appealed in writing to the Community R-VI Board of Education within five (5) working days. Within five (5) working days of the receipt of the appeal the Board of Education will provide a written response to the appeal.

Consequences

Any student who tests positive in a drug test under this policy shall be subject to the following restrictions:

For the first offense, the participant shall be suspended from any and all participation in any and all activities for twenty (20) school days from when the test results were determined. The student may attend practice sessions but may not participate. The student will also need to attend (1) drug counseling session. A mandatory test must be taken by the student on the next random screening date or sooner. This will be at the expense of the student and parent/guardian. In order to resume participation after the 20-day suspension a follow up test must be negative. The lab testing facility must be pre-approved by the school district, must be a SAMSHA certified lab, and the test must include the substances tested for in the school testing program. After the student presents a non-negative test for illegal substances, he or she will be subject to non-random testing at the request of the administration. The student may be tested in this manner for 365 calendar days beginning from the date of the first non-negative results. Testing procedures will remain identical to the random testing procedures.

A second non-negative test, mandatory or random, will result in a student being ineligible to participate in all covered activities for 365 calendar days and until the student tests negative.

A third non-negative result is a permanent suspension from participation in all in-season or off-season activities for the remainder of their high school career.

Drug Counseling and Assistance

The main goal of this drug testing policy is to educate students regarding the serious problems of drug and alcohol abuse. As such, drug counseling and assistance programs will be required by the school district for any student with a non-negative test under this policy. Failure to meet this requirement will result in dismissal from the covered activity for the remainder of the season or school year. In addition, the student will not be allowed to participate in any activity until this requirement has been met. If requested by the parent/guardian, assistance in obtaining help for the student will be provided by the school counselors. Any assistance otherwise or enrollment into any other drug counseling sessions will be the responsibility of the student and parent/guardian. The school district will not request or accept any information regarding the treatment of students participating in a drug counseling program, other than enrollment in or completion of an approved program.

First Offense: All students with a non-negative test shall be required at the individual's expense to undergo a one (1) session screening. The screening is to provide guidance for the student, parents, coaches, and school officials to determine if additional intervention such as counseling or treatment shall be considered. The counselor, with the legal consent of the parent and/or student is to provide a written report of the screening to the school.

Second Offense: All students involved in a second non-negative test are expected to undergo appropriate counseling and treatment for said problem. This is to be done at the individual's expense.

Student Drug Testing
Consent Form

I have read the materials regarding the Community R-VI School District drug testing program and/or
I have attended an information session on _____ (date).

I hereby give consent for participation in the drug testing program at the Community R-VI School
District.

Student Name (please print) _____

Student Signature _____

Parent/Guardian Signature _____

Today's Date _____

Forms must be completely filled out before a student can participate in any covered activity.

Drug Counseling Verification Form

I understand that by having a non-negative screen, I will need to undergo a single drug counseling session by an approved drug-counseling agency.

Drug Screening Agency: _____

Student Signature: _____

Parent/Guardian Signature: _____

School Administrator: _____

Date: _____

Student Random Drug Screening Refusal Form

I understand that by refusing to submit to the random drug screening process, I immediately will be suspended from any covered activity for 365 calendar days from the date of the screening.

I also understand that I must produce a negative screen one month prior to reinstatement of eligibility at the end of the 365 calendar day suspension.

Student Signature:

Parent/Guardian Signature:

School Administrator:

Date:

Student Random Drug Screening Removal Form

I understand that by not participating in the random drug screening process, may no longer participate in any covered activity for the remainder of the current school year.

I also understand that I must produce a negative screen prior to the next school year before I may practice or participate in any covered activity. This policy includes summer participation in official covered activities.

Student Signature:

Parent/Guardian Signature:

School Administrator:

Date:

