

<u>Mission Statement</u>	<u>Vision Statement</u>
Rangely School District RE-4's mission is to create a learning community dedicated to high achievement and safety for all.	Rangely School District RE-4's vision is to be a district of innovation that inspires students to become life-long learners and positive difference-makers in society.

BOARD MEMBERS

President- Kurt Douglas
Vice Pres- Leslie Nielsen
Secretary- Annette Webber
Director- Sam Tolley
Director – Joyce Key

RANGELY SCHOOL DISTRICT RE-4 **Board of Education Work Session** **February 7, 2017 6:15pm** **EEC Board Room**

BOARD'S CORE VALUES

Respect
Focus
Transparency
Achievement

Topic: Drug & Alcohol Testing Policy JJI-E

The Public is welcome and encouraged to attend – as questions and comments regarding the policy will be accepted for discussion.

NOTES

Your insights are needed and welcomed and the board encourages you to meet with the most appropriate person among the district's many leaders.

Public participation is an opportunity to present brief comments or questions to the board for consideration or follow-up. Each person is asked to focus comments to five minutes and sign in on the podium.

The consent agenda is based around "need for action" decisions which are highly routine or backed by prior information and discussion.

If you are interested in helping the district's efforts, please speak with any member of the district or call the district office at 675-2207. Opportunities abound and your participation is highly desired.

STUDENT DRUG TESTING

PURPOSE

On the basis of surveys completed in January 2004, and other information submitted to the Board of Education, the Board of Education has determined that the use of illegal drugs by student athletes/participants in the Rangely Schools is a significant threat to the health, safety, and welfare of students and the school community. Additionally, the Board has made the following findings and conclusions: (1) based upon the number of drug-related disciplinary interventions in the Rangely schools within the past two school years, it appears that the incidence of drug use is somewhat higher among student participants than in the student population as a whole; (2) participation in extracurricular activities often involves a heightened risk of physical harm that may be increased by the use of illegal drugs; (3) participation in activities can be used as a valuable motivator to help curtail and prevent drug use, if the fact of drug use is determined; and (4) participation in extracurricular activities is a voluntary activity and privilege, is not a requirement for academic credit and should be open to students in the Rangely School District only to the extent that they comply with the drug-free schools policy of the Board of Education.

This policy establishes a requirement for pre-participation and random drug testing of only those student who wish to participate in school-sponsored, extracurricular activities. The sanction imposed for violations of this Policy will be limited to restriction or termination of the opportunity to participate in such extracurricular activities, and will not include suspensions from school or any academic sanctions.

The intent of this policy is threefold: (1) to provide for the health and safety of all Student Participants; (2) to undermine the effects of peer pressure by providing a legitimate reason for Student Participants to refuse to use illegal drugs; and (3) to curtail drug use by providing incentives for Student Participants who use drugs to participate in drug treatment programs.

Illegal Drug: Any substance identified as a 'controlled substance' under the Uniform Controlled Substance Act of 1992 as set forth in Colorado Revised Statutes, Section 18-18-101 et. Seq./ as the same may be amended from time to time.

LEVELS FOR POSITIVE RESULTS

Confirmation cutoff levels will be those recommended by the contacted testing laboratory for each of the drugs in the screened panel and will be based on standards established by the Federal Department of Health and Human Services.

PROCEDURES FOR TESTING

The district reserves the right to collect and test hair, saliva, breath, or urine for the purposes of testing.

Step 1: Initial Test- A sample will be collected by a trained district staff member, who will be the Test Administrator. All results will be reported to the district Superintendent. A student/parent/guardian can request a second test within 24 hours. If the screen does not reveal the presence of illegal drugs, no further action will be necessary, they will not be subject to disciplinary action.

Step 2: Confirmation Analysis- If the initial test indicates the presence of one or more illegal drugs, the student/parent/guardian may request a second test within 24 hours. If the second test reveals the presence of one or more illegal drugs the student then will be subject to disciplinary action. If the second test is negative and does not indicate the presence of any illegal drugs then they will not subject to disciplinary action.

CONSENT/COMPLIANCE

Prior to each season an orientation session will be held for students and parents/guardians for the purpose of familiarizing them with the policy and associated procedures.

Each student participant, in grades 9-12, wishing to participate in any extracurricular activities, and the student's custodial parent or guardian shall consent in writing to drug testing pursuant to the District's drug testing program. Written consent shall be in the form attached to the policy as Exhibit A. No student shall be allowed to participate in any extracurricular activities without such consent.

If a student is absent on the day for which they are selected for testing, the student will be tested upon return to school.

If during the season the student participant refuses to be tested or attempts to adulterate a sample, the student participant will be considered to have tested positive and will be subject to procedures as detailed in PROCEDURES FOR CONFIRMED RESULTS.

TESTING PROCEDURES

Pre-participation drug testing will be conducted prior to a student's first practice in each activity with the following exception: when a student participates in activities having consecutive seasons during the same academic year, the initial pre-participation test will suffice. If a student participant is removed from an activity based on this policy, the student must participate in pre-participation testing before participating in any subsequent seasons.

Random Testing will be conducted during the season for students participating in that activity. Students will be selected for random testing. The superintendent or designee will conduct the selection, which will be in the presence of at least two

members of the community who do not have students in the selection pool(s). The selection will reveal a number, which will cross reference to student names through a list maintained in the superintendent's office.

Selection pools will be comprised of students participating in any extracurricular activity at the time of selection. Each activity will comprise a unique pool except when a pool group has fewer than ten participants. In the case of an undersized pool group, the pool will be combined with other active pools in an effort to equalize the sizes of the active pools. Ten (10) percent of the students in pools(s) will be selected for each random test set.

SCOPE OF TESTING

At each testing the staff designee will be instructed to test for five illegal drugs, these drugs are: Cocaine, Marijuana, Amphetamines, Methamphetamines, and Oxycodone. Samples will not be screened for the presence of any substances other than these five illegal drugs or for the existence of any physical condition other than the presence of the drugs being tested.

PRESCRIPTION MEDICATION

In the event of a positive test, the student/parent/guardian will be given the opportunity to communicate with the district Superintendent or designee relative to possible interference of prescription medication, which shall include providing documentation of the prescription(s) and time periods. It is recommended that students keep a record of any prescription medication they are taking.

CONFIDENTIALITY

Test results shall remain confidential. Results shall be given to the superintendent, designee, students, and guardians. The records will be maintained in a separate file in the district office. In no event will records of drug testing be added to any student's education record. The superintendent or designee will communicate the results only to the high school principal. The principal or designee will communicate the results to the student and as described previously the parent/guardian.

PROCEDURES FOR CONFIRMED RESULTS

All infractions are cumulative over the course of a student's high school career.

DISCIPLINARY ACTION DUE TO INFRACTIONS OF THE RESULT OF DRUGS PRESENT

Tobacco

1st infraction will result in a student's removal from the next activity event.

2nd infraction will result in a student's removal of 20% of the activity season.

3rd infraction will result in a student's removal from the remainder of the activity season.

4th infraction will result in a student's removal of activities for remainder of academic career.

Alcohol

1st infraction will result in a student's removal of 20% of the activity season.

2nd infraction will result in a student's removal from the remainder of the activity season.

3rd infraction will result in a student's removal from activities for a calendar year.

4th infraction will result in a student's removal of activities for remainder of academic career.

Marijuana

1st infraction will result in a student's removal from the remainder of the activity season.

2nd infraction will result in a student's removal from activities for a calendar year.

3rd infraction will result in a student's removal of activities for remainder of academic career.

Illicit Drugs

1st infraction will result in a student's removal from activities for a calendar year.

2nd infraction will result in a student's removal of activities for remainder of academic career.

Association: Students found to be in the presence of or association with alcohol, drugs, or controlled substance (except for specifically physician-prescribed medication) in a manner deemed to be unacceptable shall be in violation of this policy. A committee consisting of the High School Principal, Activities Director, a representative of the activities staff, and a representative of the teaching staff (appointed by the administration) will review the situation. The review will include but not be limited to: (1) hearing student's explanation and (2) interviewing witnesses. The committee will make a determination to whether the student knowingly violated the intent of this policy and disciplinary action will be enforced.

DISCIPLINARY ACTION DUE TO INFRACTIONS OF ASSOCIATION

Alcohol

1st infraction will result in a student's removal of 10% of the activity season.

2nd infraction will result in a student's removal of 20% of the activity season.

3rd infraction will result in a student's removal from activities for a calendar year.

Marijuana

1st infraction will result in a student's removal of 20% of the activity season.

2nd infraction will result in a student's removal from activities for a calendar year.

3rd infraction will result in a student's removal of activities for remainder of academic career.

Illicit Drugs

1st infraction will result in a student's removal from activity for the remainder of the season.

2nd infraction will result in a student's removal of activities for remainder of a calendar year.

3rd infraction will result in a student's removal of activities for remainder of academic career.

All cost of counseling and assessment will be borne by the student and/or student's parent/guardian.

No reinstatement will be considered during the course of a tournament, regional or state competition.

As a condition of returning to participation in extracurricular activities at the end of the removal for remainder of calendar year, the student and parent/guardian will agree to onsite testing of the student for the remainder of the student's high school career. Testing time and dates will at the district's discretion. The failure of the student to appear for any testing session would be considered an infraction absent a legitimate excused absence approved by the school principal. Suspension from participation would be based on the presently competing activity.

NON-PUNITIVE NATURE OF POLICY

No student participant shall be penalized academically for testing positive for illegal drugs. The results of drug test pursuant to this policy will not be documented in any student academic records. Information regarding the results of drug test will not be disclosed to criminal or juvenile authorities absent legal compulsion by a valid and binding subpoena or other legal process, which the district will not solicit. In the event of service of any such subpoena or legal process, the student and the student's parent or legal guardian will be notified at least 2 hours before response is made by the district.

ADOPTED: March 20, 2012