

Pierce City Drug Testing Policy

STUDENT ACTIVITIES DRUG-TESTING GUIDELINES

PIERCE CITY R-VI SCHOOL DISTRICT

Approved by the Pierce City R-VI Board of Education: Date:

Effective: 2012-2013 School Year

Statement of Purpose and Intent

The safety, health and well being of the students of the Pierce City R-VI School District are of utmost importance. It is for this reason that the Board has adopted this policy. The policy covers students who participate in off-season and in-season extracurricular and co-curricular activities as well as students who choose to participate in the district vehicle driving/parking privileges in grades 7-12 as explained in this policy.

It is the desire of the Board, administration, and staff that every student in the District refrain from using, possessing or distributing illegal drugs. Instruction is also provided in drug abuse prevention in health and science classes as appropriate for various grade levels. We believe students abuse drugs and alcohol less than they would if this instruction did not exist, however, we still desire to develop successful programs and policies to prevent student drug and alcohol abuse.

Participation in school-sponsored extracurricular and co-curricular activities as well as parking on school grounds in the District is a privilege and not a right. Accordingly, a student who participates in an extracurricular or co-curricular activity has a personal responsibility, and a responsibility to other students, their parents and the school to set the highest possible example of conduct, which includes avoiding the use or possession of illegal drugs. It is the belief of the Board, administration and staff 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. Students will be subject to the penalties of this policy as appropriate. This policy does not affect other policies and practices of the school district in dealing with drug or alcohol possession or use, including but not limited to the District's discipline policies and situations where reasonable suspicion is obtained by means other than testing discussed here.

Pierce City Drug Testing Policy

I. Definitions

"Activities or Activity" -- When used in this policy, this term means any school-sponsored activity in the following four categories: Activities sanctioned or governed by the Missouri State High School Activities Association (MSHSAA); Competitive Activities; Non-competitive Activities; and Driving/Parking Activities. This term includes all meetings, practices, performances, and competitions connected with the Activity. The Activities are as follows:

MSHSAA Activities: Athletics, Band, Choir, Speech & Debate, Cheerleading, and Academic Competition.

Competitive Activities: FBLA, FFA, Math Competition Groups, Academic Team, Science Groups, and Student Council.

Non-competitive Activities: Class Officers, FCA, and National Honor Society.

Driving/Parking Activities: Any student who chooses to drive to school and park in a district designated parking area consistent with the District's vehicle use guidelines.

"Adulterant/Adulteration" -- When used in this policy, this term means any attempt to alter or attempt to alter the outcome of a Drug Test by conduct such as adding a substance to the sample, diluting the sample, switching the sample or otherwise engaging in conduct which the designated District Administrator, sample collection agent, laboratory personnel or Medical Review Officer reasonably believes constitutes the alternation or attempt to alter the results of the Participant's or any other Participant's Drug Test.

"Drug Test" -- When used in this policy, this term means a scientifically substantiated method to test for the presence of illegal drugs in a person's urine.

"Illegal Drugs" -- When used in this policy, this term means any substance which may not be legally sold, possessed, used, distributed or purchased without a federal or state license or permit. Illegal drugs include, but are not limited to all Controlled Substances, all Drugs and all over-the-counter drugs which are being used by a Participant in dosages, frequency or ways other than directed by the manufacturer of the product.

"Non-negative" -- When used in this policy, this term means a positive result to the initial screening test prior to confirmation through a gas chromatography/mass spectrometry test.

“Off-season Participant(s)” -- When used in this policy, this term means a student who was a Participant during the previous School Year or during the current School Year in any Activity, but who is not presently a Participant in an Activity.

"Parents" -- When used in this policy, this term means the parent, parents or legal guardians of a Student and/or Participant.

“Participant” -- When used in this policy, this term means any student in grades 7-12 who is involved in an Activity that is defined in this Policy.

“Positive” -- When used in this policy, this term means a gas chromatography/mass spectrometry test result which is considered to demonstrate the presence of Illegal Drugs will be determined by the Testing Company utilizing industry standards.

“Screening Test” -- When used in this policy, this term means the initial urine test which will not be considered as a basis for the final positive result.

“School Year” -- When used in this policy, this term means all days between the first day of classes in the fall and the last day of school in the spring (summer school is not included).

"Testing Company" -- When used in this policy, this term means the entity chosen by the Board to test Participants pursuant to this Policy.

II. Procedures

Each Participant in an Activity shall receive a copy of the “Student Extracurricular and/or Co-Curricular Activities Drug Testing Policy” (“Drug Testing Policy”) and “Student Extracurricular and/or Co-Curricular Activities Drug Testing Consent” form (“Consent Form”). Prior to participation in any Activity, including practices, the Participant, his/her Parents must:

1. Read and understand the Drug Testing Policy
2. Sign and date the Consent Form
3. Must turn in the signed and dated Consent Form to the high school office no later than 3:30 PM on the fifth day of classes (beginning of fall semester).

A student who enrolls in the District after the fifth day of classes of the Fall semester in any School Year must turn in a properly signed and dated Consent Form, as described above, to the high school office by 3:30 pm of the fifth school day following the student's enrollment, in order to be eligible to participate in any Activity during that School Year.

A student who decides to participate in an Activity after the deadline for turning in the signed and dated consent form, will be allowed an opportunity to be a Participant for that School Year if the student turns in a properly signed and dated Consent Form to the high school office. A student will only be allowed to exercise this option one time during the time the student is in grades 7 through 12. If a student turns in the consent form a second time after the deadline, it will be treated as a failed drug test.

At the beginning of each School Year, any student who desires to be a Participant in any Activity during that School Year must file a signed and dated Consent form using the procedure described above. A student who removes his/her name from the drug testing pool will not be allowed to be a Participant in any Activity for three hundred sixty-five (365) calendar days.

Each Participant will be assigned a number for identification purposes. The Testing Company will randomly select fifteen numbers from grades 7 and 8 and fifteen numbers from grades 9 through 12 for testing. The activities director will match the selected numbers to the master list of participants. Participants will be called for testing in the order listed until ten have been identified as available for testing. The ten (10) Participants who are selected shall consist of three (3) current or Off-Season Participants from grades 7 and 8 and, seven (7) current or Off-Season Participants from grades 9 through 12.

The Testing Company will repeat the selection and testing process throughout the School Year. Students who have been selected and who have provided a urine specimen will be placed back into the pool and may be randomly selected at a later time in the same School year.

Any Drug Test required by the District under the terms of this policy will be administered by or at the direction of the Testing Company chosen by the District and will use scientifically validated toxicological methods. The 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 each Participant. 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 Testing Company's technician will supervise the Participant at the collection facility. The technician will not observe the Participant while the specimen is being collected, but the technician will be present outside the stall to listen for the normal sounds of urination to guard against Adulteration of the sample and to ensure an accurate chain of custody of the specimen. The technician will verify the normal temperature 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 or has engaged in the adulteration of the specimen, the technician may stop the procedure and determine if a new sample should

be obtained or if the Participant should be considered to have refused to provide a specimen.

The Screening Test will be conducted on the specimen by the Testing Company. Any Non-Negative Specimen will be further tested by a gas chromatography/mass spectrometry test.

If the gas chromatography/mass spectrometry test for any student has a positive result, the Athletic Director will receive the results and contact the Parents. If the Participant asserts that the positive test results are caused in some way other than use or consumption of an Illegal Drug by the Participant, the Participant and his/her Parents will be given up to seventy-two (72) hours to present evidence to the school nurse, 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 using 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 his/her Parents is complete.

The District will rely primarily on the opinion of the school nurse and/or Testing Company to determine whether the positive test result was produced by means other than the use or consumption of an Illegal Drug by the Participant. The District may also have a Medical Review Officer review the results of the confirmation test if requested by any party involved in the confirmation process.

Once a positive result is determined the Participant will become ineligible immediately to practice or compete in any in-season or off-season activity. Unauthorized disclosure, by district employees, of student testing results is grounds for discipline up to and including termination.

Upon suspension from activities based upon a positive drug test, the Participant may appeal the decision to the Superintendent within five (5) working days. Within five working days of the receipt of the appeal, the Superintendent will provide a written response to the appeal.

III. Violations

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

First Offense: The Participant shall lose District driving privileges and be suspended from participation in all in-season or off-season activities including all meetings, practices, performances, and competitions, for fifty-six (56) calendar days from the day of the receipt of the confirmation of the positive test and will not be subject to random testing during the suspension from activities. If the Participant tests positive for illegal drug use and is suspended at the end of the school year, the violation will carry over into the following school year and the suspension will pick-up on the first day of school, summer days will be excluded from the suspension.

Upon completion of a substance abuse evaluation, written documentation of enrollment and regular attendance in an educational/counseling program, and a follow-up drug test with a negative result, the suspension may be reduced to twenty-eight (28) calendar days. If the Participant does not subsequently provide written documentation of the completion of the educational/counseling program as scheduled, the Participant will again become ineligible for participation in activities effective at the time the failure to complete the program is identified and for the remaining twenty-eight (28) calendar days of the original suspension. To comply with this reduced suspension, the implementation of a counseling program should be done by a recognized substance abuse program or professional.

Any Participant who tests positive will be required to provide a negative drug test at the Participant's cost before regaining eligibility and will be subject to periodic follow-up tests at District cost for one year after return to activities. Failure to provide a negative drug test, within five school days, at the end of the initial suspension will be considered a second violation. All tests will be conducted by a District approved Testing Company.

Second Offense: The Participant shall lose District driving privileges and be suspended from participation in all in-season or off-season activities including all meetings, practices, performances, and competitions for three hundred sixty-five (365) calendar days from the date of the confirmation of the positive test. The Participant must provide a negative drug test from the District's Testing Company at the Participant's cost before returning to participation in activities and will be subject to periodic testing for one year after return to participation in activities. The cost for up to four (4) periodic Drug Tests will be paid by the Participant.

Third Offense: The Participant will be suspended permanently from participation in all Activities from the date of the confirmation of the third positive test.

Parents of students who participate in the drug-testing program voluntarily, but do not participate in any Activities that are subject to this drug-testing policy and test positive, will be notified of such positive test, but the student will not be penalized through this policy or the Student Discipline Policy.

IV. Refusal To Submit To Drug Use Test

If a Participant refuses to submit to a Drug Test authorized under this policy or requests removal from the drug-testing pool, the Participant will be ineligible to participate in any Activities for three hundred sixty-five (365) calendar days, and until a negative result is obtained on a Drug Test at Participant cost. After the three hundred sixty-Five (365) calendar days, the Participant will again be subject to the Drug-testing Policy. Any student who has a positive initial test and refuses to complete the required paperwork for a confirmation test will be treated as a refusal to submit to testing.

This Drug-testing Policy does not limit or otherwise affect Board policy, regulation or procedure regarding discipline for the sale, possession, use, distribution or purchase of drugs (or alcohol) when reasonable suspicion of such conduct arises out of circumstances other than the random testing conducted pursuant to the policy.

PIERCE CITY R-VI SCHOOLS

Random Drug /Testing Program Participation and Consent Form for Eligibility in the Extracurricular, Co-curricular, and Driving Program (school year 2019-2020).

As a Participant in extracurricular, co-curricular, and/or student driver program I understand that participation is completely voluntary. I understand that my signature below authorizes the Pierce City R-VI School District to obtain urine sample from the student whose name appears below if his/her name is selected as part of the random selection procedures of the Drug Testing Program. I also understand the currently available instant screen tests are 98%-99% accurate and that an instant screen test that shows a non-negative result will always be followed with a more sophisticated laboratory test for confirmation as described in Random Drug Testing Policy. I understand that if a confirmation test results in a "positive" test, the student and parent(s)/guardian(s) may need to disclose to a designated school official, or the schools Medical Review Officer (MRO), any prescription medications the student is currently taking. I understand that if a violation of the drug-testing policy occurs that the parent/legal guardian of the student and building administration will be the only individuals made aware of this information. I further understand and agree that the Pierce City R-VI School District may respond to a positive drug test in accordance with the provisions of the Random Drug Testing Policy.

Yes. I agree to participate in the Pierce City R-VI random drug testing pool. I, along with my parent/legal guardian, have read and understand the guidelines set forth by the Pierce City Drug Testing Policy. Please sign this consent form and return it by the 5th day.

No. I do not agree to have my child's name placed in the Pierce City R-VI random drug testing pool. I further understand that by making this decision I relinquish my child's privileges to represent Pierce City R-VI Schools in extracurricular and co-curricular activities as well as relinquish all driving privileges for the current school year.

Student's Name (print) _____

Student's Signature _____ Date _____

Parent's Signature _____ Date _____