

Warrensburg-Latham Community Unit School District #11

Random Drug Testing Policy

Students who avail themselves of the privilege of participating in extracurricular activities within Warrensburg-Latham Community Unit School District #11 - act as representatives of the District, and are viewed as leaders within the community. To protect the health and safety of students engaging in extracurricular activities and to insure that student leaders and District representatives maintain high standards of conduct, it is the policy of the District to require that students in grades 9-12 submit to random drug testing as a condition of being granted the privilege of participating in extracurricular activities. Nothing in this policy precludes administering a drug test to a student participating in extracurricular activities based on reasonable suspicion that the student is violating the Board of Education's policy prohibiting alcohol/drug use. Positive tests based on reasonable suspicion may result in consequences under the Student Discipline Code as well as under the High School/Jr. High School Co-Curricular Rules and Regulations Guide.

I. Purposes

The purposes of the Random Drug Testing Policy of Warrensburg-Latham Community Unit School District #11 are 1) to protect the health and safety of students participating in extracurricular activities; 2) to maintain high standards of conduct for extracurricular participants as role models and representatives of the District; 3) to encourage students who use drugs to participate in drug treatment programs; 4) to help enforce a drug-free educational environment.

II. Definitions

A. Extracurricular Activities are all activities which are organized and sponsored by the District. These activities include but are not limited to all school sponsored athletic programs, club and organization membership and activities. While regular school day field trips will not be part of this policy, extracurricular trips and competitions, including band and show choirs that are part of graded courses for academic credit are considered extracurricular activities, and students in violation of this policy will be provided alternate opportunities for grade or credit purposes. Students would be banned from activities for which they must enter the drug testing pool in order to be able to participate. When drug testing doesn't apply, the consequences don't apply.

1. Athletics include:

a. Interscholastic Athletic Activities which are sponsored by the District and involve athletic competition between District students and students of other school districts or private schools.

B. Social Probation: Exclusion from participation in and/or attendance at an extracurricular school sanctioned activity including school dances and home athletic games.

C. Prohibited Substances are substances that are prohibited under the Warrensburg-Latham Community Unit District #11 Handbook, listed as alcoholic beverages, narcotic or hallucinogenic drug, marijuana, barbiturate, amphetamine, intoxicant, inhalant, any other controlled substance under the Alcohol/Drug Policy, and any prescription drug that exceeds the prescribed dosage and/or a prescription drug not prescribed to the student.

D. Students, for the purposes of this policy, means students who participate in extracurricular activities.

E. In an effort to encourage students to make good choices, a student may self-report in writing their substance use to an administrator **before** they are chosen for a random drug screen. Once a student is chosen for a random drug screen, it is too late to self-report. If the student sincerely seeks assistance with his/her drug situation (and it is not public knowledge or will soon be public knowledge that the student has been involved in a drug situation), the student will be considered to be under the first violation, but consequences will be waived as long as the student enrolls in an approved Drug Program with a Certified Alcohol and Drug Abuse Counselor (CADAC) for a minimum amount of time recommended by the

CADC. The student must also take and pass a drug test prior to returning to competition. A student may self-report no more than once per school year, and no more than twice during their high school career.

III. Consent

All students, and parent(s) or guardian(s), must sign the District-approved consent form* **prior to the first day of practice (for fall athletics & extra-curricular activities) and on or before the first day of student attendance (for all other athletic & extra-curricular seasons) each school year, or for new students upon enrollment**, as a condition to participating in any extracurricular activity. By signing and returning the consent form to the District, the student and parent(s) or guardian(s) agree that the student will comply with the random drug testing policy and these rules.

IV. Testing Procedures

A. Students will be randomly selected from time to time by the testing agency. Students will not be given advance notice of the drug test.

B. Each student will be assigned a number. The testing agency will select a random amount of the students from time to time for drug testing.

C. Each student selected, will be required to provide a saliva sample according to the quality control standards and policy of the laboratory conducting the testing. The designated monitor will escort the student to the testing site. The student selected will not be allowed to go to his/her locker prior to testing. Following the collection of each student's saliva sample, the parent(s) or guardian(s) of each student selected will be notified of their student's random participation in this process. Students who are randomly selected and who are absent from school on the day of testing will be stricken from the testing list and an alternate student will be randomly selected and tested in his/her place.

D. Before submitting a saliva sample, the student will fill out, sign and date any form which may be required by the testing laboratory. The form shall state that if a student chooses, he/she may notify the laboratory administrator of any medications legally prescribed for the student in the preceding thirty (30) days, or of other circumstances which may affect the results of the test. The parent(s)/guardian(s) shall be able to confirm the medication list submitted by their child during the twenty-four (24) hours following any drug test. The medication list shall be submitted to the laboratory in a sealed and confidential envelope and shall not be viewed by District employees.

E. A sanitized saliva kit will be given to each student. The kit will remain in the student's possession until a seal is placed on the vial.

F. Selected students will remain at the collection site until that student has produced an adequate saliva sample. If a student refuses to produce a sample, he/she will be informed privately that he/she is no longer eligible to participate in extracurricular activities. In addition, the parent/guardian will be telephoned and informed that the student has refused to produce a sample for the testing procedure.

G. After the student has produced a saliva sample, lab personnel will seal and transport the sample to the laboratory. On any drug screen that goes to the lab, the individual providing the sample has to initial the seals on the vial(s) that contain the sample as well as sign the chain of custody form. The seal may be broken only by the laboratory personnel testing the specimen.

H. A sample will be deemed invalid if its seal is tampered with or broken after leaving the student's possession and before arriving at the lab. The student will be requested to provide a second sample as soon as possible. The student will remain eligible for extracurricular activities pending completion of the testing.

I. At the students/parents expense, they can request a retest after being notified of a positive test from the testing agency. This retest must occur at a District approved testing facility and must be within 24 hours of notification of the positive

result.

J. Any student who is currently serving a consequence will be removed from the testing candidate pool until their consequence is over.

V. Confidentiality

A. In order to maintain confidentiality, saliva samples will not be identified by the name of the student who provided the specimen. The container will be identified through a random identification number.

B. Positive test result will be disclosed to school personnel on a “need to know” basis. The results of negative tests will be kept confidential to protect the identity of all students being tested.

C. School personnel with knowledge of drug test results shall not disclose the test results except as may be required to enforce this policy or as required by law or a court order.

VI. Notification of Test Results

A. The laboratory physician will notify parent(s)/guardian(s) when there is a positive test result. The student and his/her parent(s) or guardian(s) may submit any additional information explaining and/or challenging the positive test result within 5 calendar days of the initial notification.

B. After notification from the laboratory of a positive test, the principal or principal’s designee will review with the student and his/her parent(s)/guardian(s) the consequences of the positive drug test, and will provide the student and his parent(s) or guardian(s) names of substance abuse counseling and assistance agencies.

C. The student will remain subject to the consequences identified in this Policy pending any challenge by the student or the student’s parent(s)/guardian(s).

D. If a student and/or the student’s parent(s)/guardian(s) requested retesting pursuant to this Policy, and the subsequent testing was negative, the student may participate in extracurricular activities for which he/she is eligible and subject to the terms of the High School/Jr. High School Co-Curricular Rules and Regulations Guide.

E. If at any time during the testing the student refuses to submit to the saliva testing and/or follow the testing procedures, the student will be considered to have violated the policy and will be subject to the consequences as follows.

VII. Consequences

Violations to this policy that will result in consequences include: 1) positive random drug test, 2) refusal to take the random drug test, 3) failure to follow testing procedures. A subsequent violation of any of these three rules will move the student to the next level of consequences.

A. First violation:

1. Suspension from all competition and/or participation for 30 days. To return to participation the student must go through counseling and an assessment with a negative test result.
2. Student may practice during the suspension at the coach’s discretion

B. Second violation:

1. Suspension from all competition and/or participation for 60 days. To return to participation the student

must go through counseling and an assessment with a negative test result.

2. Student may practice during the suspension at the coach's discretion.

C. Third violation:

1. Suspension from all competition and/or participation for a minimum of one calendar year through the remainder of the student's high school career. To return to participation the student must go through counseling and an assessment with a negative test result.

Student Drivers

Students driving to school will lose the privilege of driving/parking at school for a period of 30 days with each violation. To earn back driving/parking privileges a student must go through counseling and an assessment with a negative test result.

VIII. Financial Responsibility

A. The District will pay for all initial random drug tests, and all initial follow up drug tests necessitated by an invalid specimen due to an error in the collection procedures.

B. If a student and his/her parent(s) or guardian(s) challenge the test results and request a follow up test, that test will be the financial responsibility of the student and his/her parent(s) or guardian(s).

C. In order for the student to be reinstated to eligibility to participate in extracurricular events following a first, second, or third offense, the student and his/her parent(s) or guardian(s) shall be responsible for the cost of the required drug test and drug/alcohol counseling assessment.

IX. Compliance with Other Rules

Rules issued by athletic associations, school sponsored organizations or other entities which regulate Warrensburg-Latham Community Unit School District's extracurricular activities shall be enforced in conjunction with this policy. Any student who violates a rule or requirement as a member of a team or an activity will be subject to the consequences as defined in the applicable rules.