

Hamlin Independent School District

Student Drug Testing Handbook



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Hamlin ISD

Student Drug Testing Policy

Purpose:

The Board of Trustees has concern for the students and the community as a whole. Students using illegal drugs pose a threat to their own health and safety as well as that of other students and the general public. The Board of Trustees believes that mandatory random drug testing of students in extracurricular activities (grades 7-12) will assist in deterring drug use, undermining the effects of peer pressure by giving students a reason to refuse the use of illegal drugs, promoting the safety and welfare of students and the community, and encouraging students who use illegal drugs to participate in drug treatment programs.

Findings:

The Board of Trustees finds that:

- drug use by students attending district schools has increased
- drug use by minors has increased nationwide
- disciplinary referrals regarding drug use have increased
- drug use is apparent by students participating in extracurricular activities
- students participating in extracurricular activities are role models for other students and are admired by other students
- students participating in extracurricular activities are seen as representatives and ambassadors of the school district
- the possibility of injury increases for students participating in extracurricular activities when illegal drugs are used
- public school students have decreased expectation of privacy

Drug Testing:

Students who participate in extracurricular activities (grades 7-12) will be required to submit to random drug testing consistent with this policy. Extracurricular activities include, but are not limited to, all UIL activities, district clubs and organizations such as Student Council and includes all elected/appointed student offices / positions. Students who would not otherwise be required to submit to drug testing may voluntarily agree to participate in this program with the written consent of their parents/guardians.. Consequences **will not** start over each year.

Drug Testing Laboratory:

Drug testing will be done by a nationally certified drug testing laboratory. The district will contract with a certified drug testing service to conduct all drug testing under this policy. The laboratory will provide qualified collectors to oversee collection of specimens. The drug testing laboratory will provide a Medical Review Officer (MRO) for interpretation and verification of results. The MRO will report all drug test results to designated school officials. Results will not be provided either orally or in writing to any person who has not been designated by the district to receive results.

The laboratory will follow strict procedures for the chain of custody and access to test results. The laboratory must have a record of 99.94% accuracy for test procedures.

The district reserves the right to test for substances, including but not limited to: amphetamines, barbiturates benzodiazepines, cannabinoids, cocaine, methadone, methaqualone, nicotine, opiates, phencyclidine, steroids, other illegal or addictive drug and any adulterant.

Procedures:

Prior to engaging in any extracurricular activity that is governed by this policy, a parent or guardian of a student must sign a written consent, authorizing drug testing of the student. Students who have reached the age of majority (age 18) will sign the written consent authorizing drug testing.

All students covered by this policy may be required to submit to drug testing prior to engaging in the designated activities. Random testing may be conducted at any time. Random testing may be conducted as determined by the superintendent or the principal.

For random testing, the names of all eligible students will be placed in a computer generated "pool". Random selection from that pool will be conducted by the testing service. Not less than 10% nor more than 50% of the students engaging in a particular extracurricular activity may be randomly tested at any given time.

When a principal has reason to believe that an eligible student is using illegal drugs, a reasonable suspicion exists for drug testing. The principal may require the student to submit to a drug test.

Testing Protocol:

Drug testing will be performed by urinalysis and/or by mouth swab. It will be performed in accordance with accepted practices and procedures as established by the certified drug testing laboratory with whom the district contracts. Student privacy will be protected to the greatest extent possible during the collection and coding of urine specimens. Students will provide urine specimens in an empty restroom accompanied by an adult monitor of the same gender. Male students will provide a sample at a urinal, remaining fully clothed with their backs to the monitor. Female students will produce a sample in a closed stall. After the specimen is produced it will be handed to the monitor.

Testing Results:

Results of any drug test will not be given to law enforcement authorities nor be used for any school district discipline, except as related to extracurricular activities. Access to written drug testing results will be limited to the following:

1. Parent or Guardian
2. Student
3. Principal
4. Superintendent

Access to verbal notification that a student has tested positive for drug use will be provided to the following:

1. Superintendent
2. Athletic Director
3. Counselor
4. Coach/sponsor for the specific activity in which the student participates at the time of the second offense.

All information related to the testing or the identification of students as a user of illegal drugs will be protected by the district and its employees, officers and agents as confidential, unless otherwise required by law, overriding public health and safety concerns, or as authorized by the parent or guardian, or student. Release of information by a district employee may result in disciplinary action that may include termination of employment.

Positive Results:

If the drug test indicates positive results, the laboratory will immediately forward the results to its MRO. The MRO will contact the designated school official to report the positive result. The school official will contact the parent or guardian to determine if prescription medication or other legal substances may have caused the positive result. This information will be provided to the MRO who will confirm or refute the results of the test. If a positive test is confirmed, the MRO will notify the designated school official. The school official will notify the parent or guardian of a confirmed positive result.

First Offense:

Upon the first confirmed positive test result the parent or guardian and student will meet with the principal and/or school counselor to discuss the test results and the consequences. The student will remain in the organization and be permitted to practice, but will be suspended from participation in all extracurricular activities for 30 calendar days. The student will be required to be tested at all future testing dates for one (1) calendar year. The student will be required to attend and successfully complete a drug education program approved by the district. The parent or guardian, or student, will be responsible for the cost of this program. This program must be completed within 30 days of the day the initial meeting takes place or the student becomes ineligible until said program is completed.

* Student athletes may have additional requirements, per the Athletic Director.

Second Offense:

Upon the second confirmed positive test result the parent or guardian and student will meet with the principal and/or counselor to discuss the test results and the consequences. The student will remain in the organization and be permitted to practice, but will be suspended from participation in all extracurricular activities for 60 calendar days. The student will be required to attend and successfully complete a drug education program approved by the district. The parent or guardian, or student, will be responsible for the cost of this program. This program must be completed within 30 days of the day the initial meeting takes place or the student becomes ineligible until said program is completed. At the end of the suspension, the student must submit to a drug test by a nationally certified drug-testing laboratory. The student will be subject to testing on each test date thereafter for one (1) calendar year.

* Student athletes may have additional requirements, per the Athletic Director.

Third Offense:

Upon the third confirmed positive test result the parent or guardian and student will meet with the principal and/or counselor to discuss the test results and the consequences. The student shall be suspended from all extracurricular activities while enrolled at Hamlin ISD.

Refusal:

If a student refuses any test as required or authorized by this policy, the student will receive the same consequences as set out for a positive result for each refusal. Students must complete urinalysis within 90 minutes of notification or subject to a mouth swab.

Voluntary Participation:

Students who are not involved in designated activities but who voluntarily participate in drug testing with consent of their parent or guardian will be subject to the same consequences for positive tests as set out herein except for suspension from extracurricular activities.

Appeals:

Appeal of the consequences of a positive result must be filed by the student or parent or guardian within 24 hours of confirmation of a positive test. The appeal will be in accordance with district policy FNG (Local). During the pendency of any appeal, the student will remain suspended from all applicable extracurricular activities. If the appeal is resolved in favor of the student, the student will be immediately reinstated to the extracurricular activity. Any drug test incident to an appeal must be performed by a nationally certified drug-testing laboratory and will be done at the parent or guardian's expense.

Appeal and retest accomplished within 24 hours of notification.