

STUDENTS

Policy 2645
(Form 2645)

Discipline

Drug Testing

Central R-3 School District recognizes that alcohol and drug abuse are serious problems today in America, and schools — including the Central R-3 School District are not immune. Even students involved in school-sponsored activities are increasingly using alcohol and are experimenting with other controlled substances. The administration of the Central R-3 School District has noted and documented, both formally and informally, an increase in the use of drugs and alcohol by its student, including those participating in school-sponsored extra-curricular activities and interscholastic athletics.

It is the District's position that drug usage is inconsistent with school sponsored extra-curricular activities and interscholastic athletics. Students representing the Central R-3 School District are respected and admired by a large segment of the student body. In order to participate in such activities, students are expected to hold themselves as good examples of conduct, citizenship, sportsmanship and training. This includes avoiding drug and alcohol usage. Drug and alcohol use causes serious physical, mental and emotional problems for students. A student using drugs is a danger to him or herself, as well as, other students. The Central R-3 School District's students are entitled to drug-free participation in school sponsored extra-curricular activities and interscholastic athletics.

Central School District reserves the right to conduct a program of random testing of students participating in extra-curricular activities and interscholastic athletics for the use of controlled substances, as defined by applicable law. Other purposes of the program include prevention of drug and alcohol usage; education of students and their parents or guardians about the serious physical, mental and emotional harm caused by alcohol and drug abuse; and maintaining a school environment where students can be free from alcohol and drug abuse.

The Random Drug Testing Program is mandatory for all students participating in extra-curricular activities and interscholastic athletics under the District's sponsorship. These activities include football, softball, volleyball, basketball, wrestling, track and field, golf, baseball, cheerleading, academic team, speech and debate, band and choir. (All MSHSAA sanctioned activities) Students who do not participate in the Random Drug Testing Program will suffer no adverse consequences, but will not participate in any of these activities.

The Random Drug Testing Program does not affect other policies and practices of the School District in dealing with drug or alcohol possession or use where reasonable suspicion is obtained by means other than the mandatory and random sampling discussed here.

PROCEDURES AND GUIDELINES:

Consent: Before any student can participate in extra-curricular activities or interscholastic athletics, both the student and the parents or guardians must consent to the student's participation in the Drug Testing Program. Both the student and the parents/guardians must complete the attached consent form indicating that they understand the policies and procedures involved and agree the student may participate. The form must be signed by both the student and a custodial parent or guardian. Only after providing the coach or sponsor of each school-sponsored activity in which the student wishes to participate with a complete, signed form will the student be allowed to participate in that activity.

Selection: All students participating in a school-sponsored activity may be tested at random during the activity's season. The coaches or sponsors will forward each student's consent form to the Athletic Director. Each student will be assigned a number. One cross-referenced list of names and numbers will be maintained for the high school and one list for the middle school students by the Athletic Director. Only the Athletic Director will have access to the list. Five of the participating student's numbers will be randomly selected each month for testing. Testing will be conducted during the months of August through April. When a selection for testing is done, the numbers of all students currently participating in a particular extra-curricular activity or on an interscholastic athletic team from the high school will be placed in a box, and the first three drawn from the box will be the students to be tested that month. The same process will be used at the middle school and the first two names will be drawn from the box will be the students to be tested that month. The numbers will be drawn by the athletic director or his designee.

The Athletic Director will notify the students whose numbers have been drawn. Upon receiving a notice from the administration that the student has been selected for a random drug test, the student will go to the nurse's office where the test will be administered by the school nurse.

Privacy and Confidentiality: The testing method will be an oral swab. Appropriate steps will be taken to respect the privacy of students while, at the same time, preventing the falsification of testing. The students will only be identified by the provided reference number. The test results will remain confidential and will only be released to the student, that student's parents or guardians, and the coach, or sponsor affected. In addition, the test results will not be used for other student discipline purposes or restrictions other than participation in school-sponsored activities, and will not become part of the student's school record or communicated to any other party.

All currently available Drug Tests have the possibility of producing a "false-positive." This means that, if the student is taking any over-the-counter or prescription medications, the test may produce positive reading. In addition, certain foods have been known to produce false-positive results. Students who test positive will be requested to disclose the identity of any prescription medication they were taking at the time of the test.

All files regarding the drug-testing program will be kept separate from the mandatory school files required for each student. The test results shall not be made known to any other school officials other than the athletic director and/or principal. Any negligent or intentional disclosure of test results by any school official may be grounds for disciplinary action. Test results will not be turned over to the police or other law enforcement authorities without a court order and the administration will not disclose test results, without court order, for purposes of criminal investigation.

Testing and Verification of Sample: Each sample will be tested for any substance which a student may not sell, possess, use, distribute or purchase under either Missouri or Federal law. If the initial saliva swab test returns a positive result for the substances screened the drug testing facilities lab will conduct a urinalysis for confirmation. The urine specimen collected would be split into multiple specimens. In the event of a conclusive positive result, the student and custodial parents or guardians may choose to have a third test conducted by an independent, certified lab. A third test would be conducted using a strand of the specimen from the sample initially collected. A third, independent test submitted by the student, custodial parents or guardians will not be paid for by the Central R-3 School District, and would be done only at the parents' or guardians' expense.

Consequences: If after testing and verification, a student tests positive, it will be treated as competent and substantial evidence that student has used the substance for which that student tested positive. The student will be penalized as described in these guidelines for incidences of controlled substance and/or alcohol use including... suspension from competition for a period of thirty (30) school days. If the student enrolls in and makes satisfactory progress toward the completion of an approved rehabilitation program and/or counseling program, the suspension will be reduced to fifteen (15) school days. Any official practice days allowed by MSHSAA and used by respective teams will count as days of suspension if applicable. (i.e. Saturday or Sunday practices) In addition, the Athletic Director shall schedule on non-random follow-up test after such interval of time that the substance previously found would be eliminated from the body if no intervening drug use has occurred. A second positive test will result in the student being ineligible for 365 calendar days. Before being allowed to return to competition, the student will again be tested and must test negative.

Also, drug counseling and assistance programs will be urged by the Central R-3 School District for any student testing positive under this policy. If requested by the parents or guardians, school counselors will provide assistance in obtaining help for the student. The Central R-3 School District will not be responsible for the costs of any counseling or subsequent treatment. The Central R-3 School District shall pay for any testing under this program at its request. Any additional, independent test submitted by the student, custodial parents, or guardians will not be paid for by the Central R-3 School District.

The purpose of this program is not to automatically bar from all participation in extra-curricular activities a student who exhibits a positive drug test. The purpose of this program is to educate, help and direct students away from drug and alcohol abuse and toward a healthy and drug free participation in school sponsored activities. With that in mind, students suspended from competition are required to attend, but not participate in, all games and practices to remain a member of their respective team.

Students who are under suspension from participation at the end of the season and/or who choose not to attend practices and games will not be eligible for a team letter or other post season recognition.