

SUBSTANCE ABUSE TESTING OF STUDENTS

The Tina-Avalon R-II School District Board of Education is committed to protecting the health and safety of its students. The use of illegal drugs and alcohol by students poses a threat to all students' health and safety and has a detrimental effect on the learning environment. The Tina-Avalon R-II School District strives to create a truly drug-free school district by implementing a program of deterrence and educating, preventing, and intervening in students' use or abuse of illegal drugs and alcohol. The rules and regulations of this Policy seek to (1) protect the health and safety of all students; (2) improve the learning environment by eliminating disruptive substance abuse-related influences; (3) encourage student substance-users and substance-abusers to participate in treatment programs; and (4) ensure that students have the opportunity to participate in extracurricular activities in a fair and safe environment.

Participation in interscholastic athletics, extracurricular activities, and on-campus parking is a privilege. Student participants have voluntarily positioned themselves as school leaders and role models in the learning community. Student participants are responsible for adhering to high standards of conduct, including refraining from the use of illegal drugs and alcohol.

Random Drug and Alcohol Testing

The Tina-Avalon R-II School District is committed to proactively protect the health and safety of all students participating in interscholastic athletics, extra-curricular activities, and on-campus parking. The School District shall conduct random drug and alcohol testing of students in grades 7-12 as a condition of participation in interscholastic athletics, extra-curricular activities, and on-campus parking. Eligible athletics and activities shall include but are not limited to those activities regulated by the Missouri State High School Activities Association (MSHSAA), excluding all activities for which students receive an academic grade for participation. Random drug and alcohol testing shall be performed in accordance with the Policies and Procedures herein.

No Tina-Avalon R-II School District employee shall have the authority to waive the testing of any student selected in the random selection process. All students participating in interscholastic athletics, extra-curricular activities, and on-campus parking shall be eligible for random drug and alcohol testing.

Sanctions for positive drug and alcohol test results shall be limited to exclusion from participation in interscholastic athletics, extra-curricular activities, and on-campus parking. A violation, without more, shall not result in suspension from school, academic sanctions, or reporting to municipal authorities. Documentation regarding drug and alcohol test results shall be maintained separately from all other student records.

STUDENT ORIENTATION

All students participating in interscholastic athletics, extra-curricular activities, and those students applying for on-campus parking, shall receive a copy of the Substance Abuse Testing Policy and Procedures, including a Substance Abuse Testing Consent Form.

SUBSTANCE ABUSE TESTING CONSENT FORM

Each student shall be required to sign a Substance Abuse Testing Consent Form, which shall be returned to the high school principal prior to commencing participation. The signed Substance Abuse Testing Consent Form shall be valid for all eligible activities and will remain effective for the school year unless revoked in writing by a parent or guardian. Students who fail to return the signed Substance Abuse Testing Consent Form shall be prohibited from parking on the school grounds and participating in all eligible activities. Consent forms will be renewed each school year.

Definition of Terms:

Alteration - the process where an individual ingests large amounts of water, vitamins and/or other various chemicals in an attempt to interfere with testing results. In drugs-of-abuse screening, it is important to insure the integrity of samples. The test provides information on the possible alteration of urine samples submitted for DAU (Drugs-Of-Abuse Urine) testing. The object of tests for alteration is to discover deviations in urine samples, such as dilution, or the addition of drug-test interfering substances.

Drug Use Test - scientifically substantiated method to test for the presence of illegal drugs in a person's urine.

Extracurricular Activities - activities that take place outside the regular course of study in school.

Illegal Drugs - the use, possession, distribution, sale or solicitation of alcohol, drugs (their imitators), unauthorized prescription or non-prescription drugs, drug-related paraphernalia, narcotic substances, marijuana or other intoxicants and any other substances, which an individual may not sell, possess, use, distribute, or purchase under either federal or Missouri law.

Positive Test Result - when referring to a drug test administered under this policy, a toxicological test result which is considered to demonstrate the presence of an illegal drug or the metabolites thereof using the standards customarily established by the testing laboratory administering the drug use test.

PROCEDURE FOR RANDOM DRUG AND ALCOHOL TESTING

The following procedure shall govern the implementation of the Tina-Avalon R-II School District's random substance abuse testing policy.

CONFIDENTIALITY

All aspects of sample collection and testing under this Policy shall be conducted so as to ensure the confidentiality of all personal information and/or privacy rights of students to the maximum extent possible. Information identifying a student as a drug or alcohol user may be disclosed only for purposes and under conditions permitted by federal and state law.

STUDENT TESTING PROCEDURES

1. The random selection process will primarily follow standard practices for federal random test selection. Student testing will most often identify a student by number rather than a name. Normally, the district will tally the number of participants in the random program(s) and provide that number(s) to Tomo Drug Testing (Tomo). The district's Designated School Official (DSO) would also assign a name to each number and create a Student Random ID list to indicate which student is assigned what number. The DSO would keep that list on file in a confidential manner.

For illustrative purposes, if a district has 250 participants, Tomo would enter the numbers 1 through 250 into a computer-generated random selection program. We would then generate a random list of numbers and provide that list to the DSO. The DSO would use the Student Random ID list to match names with the numbers on the random selection list.

2. On the day of random testing, the DSO would notify each student on the random selection list that he/she has been selected for a random drug test. The student would go to the collection site where the DSO will provide the student with the Student's Random ID number. Appropriate steps will be taken to respect the privacy of students while, at the same time, preventing the falsification of testing.

Upon entering the testing site, the student will be asked to provide the identification number given to him/her by the DSO. The student will then be asked to remove the contents of his/her pockets and remove outer garments. Next, the student will be asked to wash his/her hands. The collection technician will secure the bathroom, as applicable, by putting blue dye in the stool, taping off water supplies, removing trash cans, etc. The collection technician will then open a collection container in the presence of the student, remove the contents and hand the collection cup to the student. The collector will explain that the student is to provide a urine specimen in the collection cup. When the void is completed, the student be instructed to either place the cup on a pre-designated flat surface or hand the collection container to the collection technician. The student will also be reminded not to flush the toilet or to use the faucet until the collection is completed. The collection technician will step outside the bathroom and shut the door, allowing the student to provide a specimen in private.

Once the student has completed the void and opened the bathroom door, the collection technician will check the specimen for sufficient amount, appropriate temperature, no foreign color and no foreign odor. If the specimen does not show signs of tampering, the student will be allowed to wash his/her hands. The collection technician then initiates a preliminary drug screen of the specimen. The student will remain in the collection area and in sight of the collector until dismissed by the collection technician. All procedures will be conducted in accordance with accepted industry practices.

If a sufficient urine specimen is not provided within one hour, an alternative method of testing for drugs beyond urine (e.g., saliva, hair).

3. All results will be recorded by the technician on a form acceptable to the district. A Custody and Control Form (CCF) will be used: 1) If the initial screening test indicates a non-negative result; 2) if the collection technician is conducting an internal self-audit of a testing device; or 3) the district requires a CCF for all tests completed. If a CCF is used, the specimen collected will be poured into the specimen vials that came in the collection cup. This will be performed in the presence of the student. The collection technician will complete a CCF with the appropriate copy being sent (along with the specimen) to a HHS-certified laboratory for a second screening test. If the second screening test is also non-negative, the laboratory will conduct a more in-depth test by means of a gas chromatography/mass spectrometry (GC/MS) analysis. In some cases, the second screening test may be eliminated and the specimen sent directly for GC/MS.

If the GC/MS test is non-negative, the results will be forwarded directly to the Medical Review Officer (MRO). The MRO will contact the DSO to inform him/her of the non-negative result. At this point, the MRO will request that the student's parent/legal guardian contact the MRO directly to determine if there is a medical explanation for the non-negative results.

The DSO will then contact the student's parent/legal guardian, inform him/her of the non-negative result, provide the information necessary to contact the MRO. When the parent/legal guardian makes contact with the MRO and verifies their identity, they will discuss medications the student is taking. If any of the student's medications could explain the non-negative result, the MRO will verify the legitimacy of the prescription with the pharmacy who filled it and/or the prescribing physician. Once all pertinent information has been obtained, the MRO will make a final determination of the test result. Those results will be forwarded to Tomo Drug Testing who will then forward to the DSO.

The MRO will reach out to the DSO on two separate occasions, over the course of two separate days (excluding weekends and holidays) to request a student's parent/legal guardian call them to discuss the student's non-negative result. If the parent/legal guardian does not make contact with the MRO during that time frame, the MRO will release the result as a "non-contact positive". A parent/legal guardian can make contact with the MRO after the result has been released.

If the district requires a split-specimen collection for a confirmation test, then the parent/legal guarding may contest the MRO's decision and request, within 72 hours of the decision, to have the split specimen sent to the same or a different laboratory for a second-opinion analysis. The

cost of the split specimen test will be at the parent/legal guardian's expense and payment may be required prior to the test being conducted.

Urine samples may be tested for the presence of the following specific substances:

- A. Opiates: morphine, codeine, hydrocodone (Vicodin, Hycodan, Panacet, Anexsia) and hydromorphone (Diluadid). One manufacturer also noted that high concentrations of oxycodone might cause a positive.
- B. Amphetamines: Adderal, Dexedrine, Benezedrine.
Methamphetamine will usually show up in an amphetamine panel.
- C. Benzodiazepines: diazepam (Valium), chlordiazepoxide (Librium), oxazepam (Serax), alprazolam (Xanax) and others.
- D. Barbiturates: pentobarbital, butabital, amobarbital, secobarbital and phenobarbital.
- E. Methadone: Dolophine
- F. Oxycodone: Percodan, Percocet, Oxycontin, Oxymorphone (Numorphan), hydrocodone (Vicodin) and codeine.
- G. Cocaine
- H. Methamphetamine: though it usually shows up in the amphetamine panel, many manufacturers feel that a separate panel specifically for Meth is more beneficial. The material I have says that MDMA (Ecstasy) can show up as Meth. Some medications, taken in larger dosages, may show up as Meth. Those listed are: Pseudoephedrine, Selegiline (Atapryl, Dipryl, Eldepryl), Benzphetamine (Didrex), a Vicks inhaler and Ranitidine (Zantac). The lab confirmation can separate between legal and illegal Meth.
- I. Marijuana
- J. Phencyclidine (PCP): Venlafaxine (Effexor) may show up as PCP.
- K. MDMA (methylenedioxymethamphetamine): Ecstasy
- L. Propoxyphene (Darvon), a synthetic opiate.

In addition, urine samples may be tested for the presence of performance-enhancing drugs (including anabolic steroids), designer drugs (K2, Spice; Bath Salts) and other substances the district deems appropriate to the preventative intent of this policy. Breath-alcohol testing may also be used to determine the presence of alcohol. The district also may use alternative methods of testing for drugs beyond urine (e.g., saliva, hair).

REFUSAL TO SUBMIT FOR TESTING

An eligible student refuses to submit for drug and alcohol testing when he or she (1) refuses to provide a sufficient specimen (2) engages in conduct that clearly obstructs the testing process.

An eligible student who refuses to submit for testing, or who acts to falsify testing results, shall be suspended from all eligible activities for the remainder of the school year and will forfeit all awards and honors related to participation in eligible activities.

POSITIVE TEST RESULTS

Positive test results shall be reported to the Superintendent of Schools or his/her designee. The administrator shall notify the student and the parent or legal guardian of the student. All documentation regarding drug and alcohol test results shall be maintained separately from all other student records. Access to the confidential drug testing files shall be limited to school personnel on a need-to-know basis. No testing results will be used to initiate or substantiate any criminal charges against a student. The Tina-Avalon R-II School District will not share students' test results with municipal authorities, unless required to do so by law. Failure to abide by the consequences set forth below shall constitute ineligibility for all athletics, extracurricular activities, and on-campus parking.

CONSEQUENCES

First Offense: The student shall be suspended from participation in all school-sponsored activities and/or student parking privileges on school property for a period of 30 calendar days from when the test results are determined by the test administrator. The student must also submit to a mandatory retest at the end of suspension, at the expense of the school.

Second Offense: The student shall be suspended from participation in all school-sponsored activities and/or student parking privileges on school property for a period of 90 calendar days from when the test results are determined by the test administrator. If a student completes a drug treatment program (one approved by the school district), forty-five (45) days may be subtracted from the suspension at the discretion of the superintendent of his or her designee. This may only take place if an approved drug treatment program was completed. The student must also submit to a mandatory retest at the end of suspension, at the expense of the school.

Third Offense: Following a third confirmed positive test result, the student shall be suspended from participating in all interscholastic athletics, extra-curricular activities, public performances, and on-campus parking for a minimum period of 365 calendar days.

A student who has initially consented to be tested may refuse to be tested, but if he/she chooses to do so, he/she will immediately be suspended from participating in extracurricular activities and/or the privilege of parking on school property for 365 calendar days. Any student who refused to re-test after a failed test will be considered to have committed the next offense level.

In order for the student to be reinstated to extracurricular activities and/or park on school property, he/she must take another drug test at the expense of the school district. This test must show negative for drugs in the system. The lab testing facility must be pre-approved by the school district, and the test must include the substances tested for in the school testing program. The student can attend practice sessions, continue to attend team functions and sit with fellow participants during the activities but not participate. After a student

tests positive for illegal substances, he/she will be subject to non-random testing at the request of the administration for the remainder of the student's participation in extracurricular activities and/or parking on school property in the designated student areas for the current school year.

Tina-Avalon R-II School District
Drug Testing Consent Form
2020-2021

Student Consent:

I, _____, have received, read, understand, and agree to abide by the Tina-Avalon R-II School District's Substance Abuse Testing Policy and Procedures. I desire to participate in interscholastic athletics, extracurricular activities, and/or on-campus parking. I therefore voluntarily agree to be governed by the terms of the Tina-Avalon R-II School District's Substance Abuse Testing Policy and Procedures.

Student Name (Print)

Grade

Student Signature

Date

Parent or Legal Guardian Consent:

I have received, read, and understand the Tina-Avalon R-II School District's Substance Abuse Testing Policy and Procedures. I desire that _____ participate in interscholastic athletics, extracurricular activities, and/or on-campus parking. I therefore voluntarily agree to the terms of Tina-Avalon R-II School District's Substance Abuse Testing Policy and Procedures.

Parent/Legal Guardian Name (Print)

Phone Number

Parent/Legal Guardian Signature

Date