

ARTICLE IX

L. Drug/Alcohol Testing for Students in Activities

A program of deterrence will be instituted as a pro-active approach to a drug free school. Through participation in extracurricular activities, students using illegal drugs pose a threat to their own health and safety while sending a negative message to the student body. The purpose of this program is three fold: (1) to provide for the health and safety of students; (2) to undermine the effects of peer pressure by providing a legitimate reason for students to refuse to use illegal drugs; and (3) to encourage students who use drugs to participate in drug treatment programs. Students involved in extracurricular activities need to be exemplary in the eyes of the community and other students. It is further the purpose of this program to prevent students from participating in extracurricular activities while drug residues are in his/her body, and it is the purpose of this program to educate, help, and direct students away from drug and alcohol abuse, and toward a healthy and drug free lifestyle. The drug testing program is designed to create a safe, drug free lifestyle for students and to assist them in getting help when needed. No student shall be expelled or suspended from school as result of any verified "positive" test conducted by his/her school under this program other than stated therein.

Implementation

The effective date of this program is August 1, 2006. This program does not affect the current policies, practices, or rights of Lakeland Joint School District 272 with drug and /or alcohol possession or use, where reasonable suspicion is obtained by means other than drug testing through this policy. Lakeland Joint School District 272 reserves the right to test any student who at any time exhibits cause for reasonable suspicion of drug and/or alcohol usage.

Reasonable Concern

Lakeland Joint School District 272 has a strong commitment to the health, safety, and welfare of its students. Our commitment to maintaining the extracurricular activities in Lakeland Joint School District as a safe and secure educational environment requires a clear policy and supportive programs relating to detection, treatment, and prevention of substance abuse by students involved in extracurricular activities.

Scope

Participation in extracurricular activities is a privilege. This policy applies to all Lakeland Joint School District students in grades 7-12 who wish to participate in interscholastic extracurricular activities. Examples are listed below:

(Interscholastic activities are those that involve competition or interaction with another school or schools while the students represent a Lakeland Joint School District secondary school.)

1. **Athletics** (Participants include, but are not limited to, athletes, cheerleaders, managers, and other athletic student personnel)
2. **Music** (Participants include, but are not limited to, performing band members, performing choir members, and participants in solo/ensemble contests)
3. **Academic Teams**
4. **Drama/Speech/Debate**
5. **Professional Technical clubs or organizations**

Consent Form

It is mandatory that each student who participates in extracurricular activities return the "Consent Form" prior to participation in any extracurricular activity. Failure to comply will result in the student not being allowed to participate and possible removal from the activity. The signed Consent Form will provide authorization for Lakeland Joint School District to administer this program.

At the beginning of each selection date, school year or sport season, or when a student moves into the District and joins an activity, all students wishing to participate in those seasons' sports may be subject to urine testing on up to a weekly basis anytime during the school year. Any student who

refuses to submit to urine drug testing will not be allowed to practice or participate in designated extracurricular Lakeland Joint School District activities.

Non-Punitive Nature of Policy

No student athlete will be penalized academically for testing positive for illegal drugs or banned substances as a part of this program. The results of drug tests pursuant to this policy will not be documented in any student's academic records. Information regarding the results of drug test will not be disclosed to criminal or juvenile authorities absent legal compulsion by valid and binding subpoena or other legal process, which the Lakeland Joint School District Board of Education will not solicit. In the event of service of any such subpoena or legal process, the student and the student's custodial parent, legal guardian, or custodian will be notified to the extent permitted by such subpoena or legal process.

Banned Substances

For the purpose of this Policy, the following substances, or their metabolites, are examples of what can be tested for, and are considered illicit or banned from Lakeland Joint School District 272 students. This list should not be considered inclusive.

Alcohol	Amphetamines	Anabolic Steroids
Barbiturates	Benzodiazepines	Cocaine Metabolites
LSD	Marijuana Metabolites	Methadone
Methaqualone	Nicotine	Opiates
Phencyclidines	Propoxyphene	Other prescription or illegal drugs

Testing Procedures

The selection of participants to be tested will be done randomly by the Drug Testing Coordinator, and selections will be made from time to time throughout the school year. Names will be drawn from one large pool of those agreeing to be tested. Testing may occur on a different day, Monday through Saturday. This variable schedule will keep students conscious of the possibility of being tested at any time during the year. Each student will have equal opportunity to be selected each time a selection is made. The Drug Testing Coordinator will use a system to assure that the students are selected in a random fashion.

1. If the student shows signs of reasonable suspicion, or the student has previously tested positively, the principal/administrative designee may require the student to participate in a drug and/or alcohol test. Factors will include, but are not limited to; excessive discipline problems, excessive tardies, and/or excessive absences from school. Also the student may be required to be administered "follow-up" testing with frequency to be determined by the school administration.
2. Parents will be informed if their student has been tested and provided information about the result. If a student is part of the schools random selection, the result will go to the appropriate school official.
3. No student will be given advance notice or early warning of the testing. In addition, a strict chain of custody will be enforced to eliminate invalid test or outside influences.
4. Upon being selected for a urinalysis test under this policy, either by random draw or reasonable suspicion, a student will be required to provide a sample of "fresh" urine according to the quality control standards and policy of the laboratory conducting the urinalysis.
5. All students will remain under school supervision until they have produced an adequate urine specimen. If, after adequate time and additional fluid (all as determined by the laboratory), the student is unable or unwilling to produce a specimen the student will be taken to the principal's office and informed that he/she is no longer eligible for any extracurricular activities. In

addition, the parents/guardian will be telephoned and informed the student is unable to produce a sample for the testing procedure and that he/she may be tested at a later date to be reinstated for eligibility. (Students must serve the max time of discipline before they can retest. The result will be considered a positive test.)

6. If it is proven that tampering or cheating has occurred during the collection, the student will become ineligible for all the “extracurricular activities” for the remainder of the school year. This will be reported to the parent/guardian.
7. Immediately after the specimen is taken, the student may return to practice or class. Every effort will be made to eliminate loss of class time with most testing done prior to school, after school, or during a lunch period.
8. The laboratory selected must follow the standards set by the Department of Health and Human Services. It must be certified under the auspices of the Clinical Laboratory Improvement Act (CLIA) and the Joint Commission of Accreditation of Healthcare Organizations (JCAHO).

District Drug Testing Coordinator

The Superintendent will appoint a District Drug Testing Coordinator. It is of utmost importance that great care be taken to maintain strict confidentiality requirements. All information, including names of students tested, test results and any related information will remain confidential except where disclosure is required by lawful subpoena.

Student Selection

Random testing will be conducted during the activity season. Selection for random testing will be by lottery drawing from a “pool” of all students participating in extra-curricular activity programs in each Lakeland Joint School District 272 school at the time of the drawing. The Drug Testing Coordinator shall take reasonable steps to assure the integrity, confidentiality and random nature of the selection process including, but not necessarily limited to: assuring that the names of all participating activity students are in the pool; assuring that the person drawing names has no way of knowingly choosing or failing to choose particular students for the testing; assuring that the identity of students drawn for testing is not known to those involved in the selection process; and assuring direct observation of the selection process.

Collection of Specimen & Chain of Custody

1. The collection procedures will utilize “on site” immunoassay testing for instant results (if negative). If the specimen that was provided by the student tests “non-negative” in this initial screen test, that same specimen will be sealed with proper chain of custody and sent to a certified laboratory for further confirmation testing.
2. If the final toxicology report from the certified laboratory indicates a “positive” result, those results will be sent to a physician, the Medical Review Officer (MRO) for review. The MRO will then call the student for an interview to inquire if the student may or may not be taking prescription medications that may have affected his/her drug test results. If so, the MRO may reverse the positive results to a “negative”. The MRO shall also determine if the prescription drug is being misused by the student. The final results will be sent by the MRO to Lakeland Joint School District.

Test Results

This program seeks to provide needed help for students who have a verified “positive” test.

1. The principal/designee will be notified of a student testing “positive” (that is, if the test shows the drug residues are in the student’s system). The principal/designee will notify the student and his/her parent/guardian. The student or his/her parent/guardian may submit any documented prescription, explanation, or information which will be considered in determining whether a “positive” test has been satisfactorily explained. This information will be given to the Medical Doctor/Review Officer (MRO) for the final review of the test result.
2. A student involved in activities who tests positive will be subject to the disciplinary consequences outlined in the Philosophy and Code for Interscholastic Activities. Lakeland Joint School District 272 reserves the right to continue testing at anytime during the remaining school year of any student/participant that tested “positive”.
3. Information on a verified “positive” test result will be shared on a “need to know” basis with the student’s coach or sponsor. The results of negative” tests will be kept confidential to protect the identity of all students being tested.
4. A first positive result will follow the guidelines of the Lakeland Joint School District Philosophy and Code for Interscholastic Activities. A second positive result will result in suspension from activities for one (1) calendar year and a third positive result will result in permanent suspension from participation.

Statistical Reporting and Confidentiality of Drug Test Results

The testing laboratory may not release any statistics on the rate of positive drug tests to any person, organization, news publication or media without expressed written consent of the Lakeland Joint School District 272 Board of Education. However, the lab will provide the building principal and Board of Trustees with a quarterly report showing the number of tests performed, rate of positive and negative tests, and what substances were found in the positive urine specimens.

Under this drug testing program, any staff coach, or sponsor of Lakeland Joint School District 272 who may have knowledge of the results of a drug test, will not divulge to anyone the results of the test or the disposition of the student involved, other than in the case of a legal subpoena being made upon that person in the course of a legal investigation. Once again, this will underscore Lakeland Joint School District 272’s commitment to confidentiality with regards to this program.

Financial Responsibility

1. Under this policy, Lakeland Joint School District 272 will pay for all initial random drug tests, and all initial reasonable suspicion drug tests.
2. A request on appeal for another test of a “positive” urine specimen using the same initial specimen being sent to a second certified laboratory for analysis will be at the parent/guardian expense, unless the second test is negative.
3. Counseling and subsequent treatment by non-school agencies is the financial responsibility of the student or his/her parent/guardian.
4. The parent/guardian will be responsible for the cost of any drug test given as the result of a parent/guardian request that a student be tested or included in the testing pool.

