

## **300.18 CONTROLLED SUBSTANCES AND CHEMICAL ABUSE STUDENTS AND STAFF**

### Intervention

Chemical dependency is a health problem. The schools are committed to providing a positive approach in aiding the prevention of chemical use, intervention and treatment of person(s) that misuse chemical substances.

The school is an educational institution. It claims no instant solutions; only a constructive effort in prevention, intervention, and treatment of person(s) in chemical abuse.

### Prevention

The Board of Education recognizes that a school can utilize resources within both the school and the community to help create an awareness and prevention of chemical dependency.

Therefore, the following procedures for prevention, identification and awareness are to be implemented.

#### I. Student Procedure

The following procedure is to be initiated by the pre-assessment team if chemical use, abuse or dependency is suspected of a student.

- A. Any school employee observing a behavior or health problem not consistent with the normal pattern of an individual shall log such behavior on the proper school referral form. Said form is to be forwarded to the local school district pre-assessment team and shall remain strictly confidential. A plan of action will be developed by the pre-assessment team, which will include the following components as necessary:
  1. Gather more information.
  2. The local contact person upon receipt of a referral form will initiate the proper steps to collect supportive data.
  3. Upon collection of all necessary data, which could include a conference with the person, the local contact person shall inform the appropriate school administrator of his/her findings.
  4. The school pre-assessment team, using the recommendation and findings of the contact person, shall make a determination whether to pursue the case beyond this point.
  5. Additional steps may be taken by the team which may include:

- a. Referral for in-school and out-of-school counseling
  - b. Referral to a local human service agency for evaluation of chemical use to determine severity of problem
  - c. Referral for counseling with parents
  - d. Referral to student support group
  - e. Referral to local law enforcement.
6. If such a decision requires further actions, the pre-assessment team shall take all necessary steps to protect the integrity of the individual, insure that all rights are protected, due process is followed, and to initiate steps for a professional diagnosis outside the school district.
7. When there is a high probability of a health problem existing, parents or guardians shall be notified. The pre-assessment team will hold a conference with the parent of a student.

The student and/or his or her family will be told if it is necessary for the student to receive a formal chemical dependency evaluation. The school will assist in coordinating this evaluation with an outside referral source.

8. If the result of a professional evaluation indicates that the student is in need of therapy, the school will have the option of requiring that the student must attend the appropriate therapy as a condition for continuing attendance in the Mesabi East Schools.
9. When a student's behavior is unusual/irrational and appears to be a danger to himself or herself and/or others, the nurse and/or principal shall determine whether transportation to a medical facility is appropriate.

Parents will be contacted whenever possible and asked to respond to the situation.

In the absence of a timely parental response, a designated person(s) will transport in order to meet the needs of the student.

If transportation to a medical facility is not deemed appropriate, the student will be isolated from other students for the remainder of the day and an attempt will be made to determine the cause of the erratic behavior.

**B. Memorandum of Understanding:**

1. The pre-assessment team will provide a written notification to the local law enforcement agency within 5 days, that a violation of the drug and alcohol policy has occurred when the following conditions are evident.

- a. Physical evidence of drug or alcohol use
  - b. Knowledge of drug or alcohol use
  - c. Possession of a controlled substance
2. The Parent/Guardian will receive a written copy of this notification.
  3. Local law enforcement agencies agree to notify the school chemical abuse pre-assessment team within 15 days of incidents occurring off the school premises involving chemical abuse by students enrolled in the school pursuant to the possession or purchase of alcohol in violation of Minn. Stat. S340A.503, Subd. 2 or 3, or in the case of a controlled substance, a violation of Section 152.09, Subd. 1.
- C. In order to be of more assistance to students and staff of the school districts, the administration and/or counselor shall strive to establish cooperative working relationships with the identified local community resources:
1. Range Mental Health Center
  2. Detox
  3. St. Louis County Social Services
  4. Arrowhead Center on Problem Drinking
  5. Local law enforcement
  6. Local AA group
- D. The staff of the school districts shall strive to involve school personnel with the family of staff members and students troubled by chemical use problems.
- Outside agencies include:
1. Alateen
  2. Alcohol and Chemical Dependency Unit - Hibbing
  3. Detoxification Center
  4. Partnership in Prevention
  5. Range Mental Health Center
  6. Range Shelter for Youth and Children
  7. St. Louis County Health Department
  8. St. Louis County Social Service Department
  9. Young Adult AA
  10. Young Adult Support Group
  11. Arrowhead Center for Problem Drinking
- E. Procedures for Prevention of Chemical Dependency:
1. The school will strive to establish a caring school environment with empathy, compassion, and communication extending between board members, administrators, students, teachers, counselors, nurses and parents.
  2. Staff will develop an awareness of chemical use and related problems and the specific purposes of prevention, intervention, treatment, and aftercare.

3. Staff will develop prevention skills and skills to identify and record behaviors of concern among students (in order to facilitate the intervention).
4. A teacher in a public school who knows or has reason to believe that a student is using, possessing, or transferring alcohol or a controlled substance while on the school premises or involved in a school related activity shall immediately notify the school's chemical abuse pre-assessment team of this information.
5. Integration of prevention concepts and strategies into all curriculum areas will be stressed.
6. Programs and activities in parenting skills, preventing skills, and health promotion for adults will be offered.
7. Drug-specific information appropriate to student's age and environment will be provided.
8. The school will establish communication and cooperative relationships with existing public health agencies - city, county, state and federal.

F. Removal From Class

1. Removal from class is the short-term exclusion of a student from school during which the school retains custody of the student. Students removed from class shall be the responsibility of the principal or his lawful designee. The removal of a student from class shall not exceed three class periods. The removal from class may be imposed without an informal administrative conference where it appears that the student will create an immediate and substantial danger to himself or to persons or property around him/her. Students shall be returned to class upon completion of the terms of the removal established at the administrative conference. Teachers are responsible for verbal/written communications with parents/guardians regarding removal.
2. If a special education pupil is involved under removal guidelines, he/she will be referred to the case manager to determine the need for further assessment and review of the current I.E.P. Recommendations will be forwarded to the Director of Special Education.

- G. Copies of this policy together with the Pupil Fair Dismissal Act of 1974 shall be published in the Student Handbook and distributed to all students during the first month of the school year. Nothing in this policy is intended to conflict with the Pupil Fair Dismissal Act of 1987.

II. Employee Procedure

1. District employees who are evaluated by appropriate individuals to be chemically dependent shall receive an opportunity for treatment as is done for other illnesses. Such opportunity or consent for treatment shall not be used as a condition for permanent dismissal and/or termination of services.
2. If an employee who has been evaluated to be chemically dependent consistently refuses treatment and/or to cooperate with a treatment agency, and if such dependency interferes with his/her job performance, then his/her employment status shall be reviewed by the Board of Education pursuant to appropriate Minnesota Statutes, school policies, and employment agreements.