

**EXTRA-CURRICULAR ACTIVITIES, ATHLETICS AND STUDENT DRIVER
DRUG AND/OR ALCOHOL TESTING PROGRAM**

The School City of Hobart is committed to providing a safe and orderly learning environment. Concerted effort has been taken to secure the facilities and manage the behavior of the student population. However, an ominous intruder, substance abuse, also presents a serious risk to the safety and well being of the school community.

In an effort to address this growing concern, a program of deterrence will be instituted as a pro-active approach to the maintenance of a drug-free school. Because substance abuse poses such an immediate threat to student drivers and because students involved in extra-curricular activities and athletics represent School City of Hobart and are expected to set positive examples for their peers, a program of deterrence will be instituted as a pro-active approach to a drug-free school and student well-being. Extra-curricular activities are those activities NOT falling within the scope of the regular curriculum (i.e. clubs, dance group, cheerleaders). Band and choir are part of the regular curriculum and, therefore, are not extra-curricular but are co-curricular.

Purpose

The purpose of this program is threefold: (1) to provide for the health and safety of student; (2) to undermine the effects of peer pressure by providing a legitimate reason for students to refuse to use drugs and/or alcohol detrimental to their health; (3) to encourage students who use drugs and/or alcohol to participate in drug treatment programs.

Introduction

The effective date of this program is October 1, 2008. The program does not affect the current policies, practices or rights of the School City of Hobart regarding student drug and/or alcohol possession or use, where reasonable suspicion is established by means other than drug testing through this policy. It applies only to extra-curricular activities, athletics, and student drivers and is designed to create a safe, drug free environment for students and assist them in getting help when needed. No student shall be expelled or suspended from school as a result of any certified "positive" test conducted by his/her school under this program.

No student will be penalized academically for testing positive for banned substances. 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 tests will not be disclosed to criminal or juvenile authorities in the absence of legal compulsion by valid and binding subpoena or other legal processes, which the School City of Hobart Board of School Trustees 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 before response is made by the Superintendent, to the extent permitted by such subpoena or legal process.

Supporting Data

In June 2002, the U.S. Supreme Court ruled to allow random drug tests for all middle and high school students participating in competitive extra-curricular activities. Congressional findings in the Safe and Drug-Free Schools and Communities Act of 1994 (20 United States Code 7101 et seq.) Indiana Code 20-1-1-4-9.2 that directs this to plan for and maintain drug-free schools.

Indiana Code 20-1-04-9.1 that directs this to provide instruction concerning the harmful effects of illegal drugs.

Indian code 20-43-3 sets forth health measures to be governed by school officials. Most specifically, Indiana Code 20-34-3-9 establishes the responsibility of schools to assist children found to be ill or in need of treatment.

Lake County, Indiana, due to its demographic advantage, is the home of a crossroad of major thoroughfares connecting all parts of the US and, thus, is an important vein for drug transport.

On an annual basis, School City of Hobart students are put up for expulsion for drug-related offenses. It is irresponsible for the School Board to not be proactive in deterring drug use among students.

The School City of Hobart has implemented various programs to prevent substance abuse among its students and is committed to a proactive philosophy.

Neighboring schools have enacted drug testing policies that have resulted in a reduction of cases of drug abuse and fostering a school culture that resists drug abuse.

Students who participate in athletics and other voluntary extra-curricular activities are representatives of the school system and are role models for other students.

The opportunity for a student to drive to school and park on school grounds is a privilege and carries with it responsibilities to assure the safety of other students as well as himself/herself.

Drug use increases the risk of sport-related injuries to the athlete, his/her teammates and opponents.

Scope

This policy applies to all School City of Hobart students in grades 7-12 who are issued student parking permits and/or who participate in school sponsored extra-curricular activities and/or athletics. These programs are privileges afforded to our students.

Drug Education

Each prospective participant shall receive a copy of this policy and the policy will be explained to him/her at that time. Educational information will be provided to the students about the harmful effects and consequences of alcohol and other drug abuse. Students will receive information as to where they can seek professional help, if needed, for a use or abuse problem.

Consent Form

It is mandatory that each student in grades 7-12, prior to being issued a parking permit or allowed to participate in extra-curricular activities or athletics, sign and return the "consent form". Failure to comply will result in non-participation.

Such students shall be provided with a "consent form", a copy of which is attached hereto, which shall be dated and signed by the participant and by the parent/guardian. In doing so, the student is consenting to participate in the drug testing program at School City of Hobart.

Banned Substances

For the purpose of this Policy, the following substances or their metabolites that can be tested are considered illicit or banned for School City of Hobart students.

Alcohol	Amphetamines/Methamphetamines/Ecstasy	Anabolic Steroids*
Barbiturates	Benzodiazepines	Cocaine Metabolites
LSD	Marijuana Metabolites	Methadone
Methaqualone	Opiates	Hydrocodones
Phencyclidine	Propoxyphene	Oxycodones

Testing Standards

Substance	Screen/Initial Level	Confirmation Level
AMPHETAMINES (CLASS)	500 ng/ml	250 ng/ml
ECSTASY SCREEN	500 ng/ml	250 ng/ml
COCAINE METABOLITES	150 ng/ml	100 ng/ml
MARIJUANA METABOLITE	20 ng/ml	15 ng/ml
OPIATES	300 ng/ml	300 ng/ml
PCP	25 ng/ml	25 ng/ml
BARBITURATES	300 ng/ml	300 ng/ml
BENZODIAZEPINES	300 ng/ml	300 ng/ml
METHADONE	300 ng/ml	300 ng/ml
PROPOXYPHENE	300 ng/ml	300 ng/ml
OXYCODONE/OXYMOR PHONE	100 ng/ml	100 ng/ml
ALCOHOL, ETHYL	0.02 ng/ml	0.02 ng/ml
ALCOHOL, ETG/ETS	500 ng/ml	500 ng/ml

Procedures for Random Urine Drug Testing of School City of Hobart Students

A. LIST OF ELIGIBLE STUDENTS

The Designated Official will prepare a list of eligible students. This list will be forwarded to the Vendor for the random selection of students who will submit urine specimens for testing.

B. RANDOM SELECTION OF STUDENTS FOR TESTING

The Vendor will use a system to assure that students are selected in a random fashion. This system will utilize a computer-based system designed specifically for the purpose of randomly selecting individuals for drug testing.

C. SCHEDULING OF URINE DRUG TESTING

Urine drug testing is unannounced. The day and date are selected by the Designated Official and confirmed with the Vendor. Random testing may be done up to bi-weekly, but not during holidays and spring break.

D. TESTING YEAR

The testing year begins the date the first activity for the upcoming school year commences and continues for 365 days thereafter. This testing will be accomplished on a date and time coordinated with the testing Vendor. The Designated Official is responsible for seeing that all students and their parent/guardian/custodian properly sign the **Informed Consent Agreement** prior to testing.

E. FORM COMPLETION

The Vendor is responsible for seeing that proper drug testing custody and control forms are used that satisfy the needs of the **Policy for Random Urine Drug Testing of School City of Hobart** and the testing laboratory. A student number will be used for identification with the student's name only appearing on the copies that go to the donor, Medical Review Officer (MRO), and School Official.

F. COLLECTION PROCESS/CHAIN OF CUSTODY

Selected Students are escorted from class to the collection site. A specimen of urine is collected following this process:

1. No purses, bags or containers may be taken into the collection area with the student. All extra coats, vests, jackets, sweaters, etc., are to be removed before entering the collection area.
2. The collector adds a bluing agent (food coloring) to the water in the urinal or toilet.
3. Student is asked to rinse their hands and dry them. If no water is easily accessible, a non-alcoholic wipe may be used instead.
4. The drug testing custody and control form is completed by the Student and collector.
5. The student is told to urinate directly into the provided container and should provide a sufficient amount of urine (at least 30 ml) in one (1) attempt. The student is also told they are to hand the container of urine to the collector.
6. The student enters a closed stall to collect the specimen, and then hands the container to the collector.

7. The collector checks the volume, reads and records the temperature within four (4) minutes of collection, and looks for evidence of tampering. If tampering is suspected, a second specimen will be requested. A second suspected tampered specimen will be considered **refusal to test** and the Designated Official notified.
8. With the student watching, the collector will pour the specimen into the two (2) bottles and recap the specimen bottles tightly.
9. The collector takes the properly signed and initialed bottle seals and places them over the caps and sides of the bottles.
10. The sealed bottles are placed inside the transport bag.
11. The top lab copies of the drug testing custody and control form are folded with the top portion visible to the outside and placed in the Requisition Pouch. The transport bag and pouch are sealed as indicated. The student is given the donor copy of the form.
12. The student may wash their hands and is then sent back to class.
13. The collector distributes the remaining copies of the form as required, being responsible for getting the appropriate copy of the form to the MRO in a timely manner.
14. The Designated Official will be notified immediately of any student who refuses to give a urine sample or is suspected of adulteration.

G. MEDICAL REVIEW OFFICER (MRO) RESPONSIBILITIES

The MRO will review all results of urine drug testing. Any urine specimen testing positive for illicit drugs, banned substances, or adulteration will be handled in the following manner:

1. The MRO determines if any discrepancies have occurred in the **Chain of Custody**.
2. Depending on the substances found in the urine, if necessary the parent/guardian/custodian will be contacted to determine if the student is on any prescribed medication from a physician.

3. If the student is on medication, the parent/guardian/custodian will be asked to obtain a letter from the prescribing physician, within five (5) working days, to document what medications the student is currently taking. Failure to provide such requested information will be considered a positive result.
4. The MRO will then determine if any of the prescribed medications resulted in the positive drug screen.
 - a. For example, a drug screen positive for codeine may be ruled negative by the MRO when s/he receives a letter from the treating physician that the student has been prescribed Tylenol© with codeine as a pain medication following tooth extraction.
 - b. Or, if the student has a positive drug screen for codeine and has no documented physician order for the medication (maybe a parent gave the student one of their pills), this would likely be ruled a positive drug test by the MRO.
 - c. Drug screens positive for illicit drugs (marijuana, heroin, cocaine or alcohol, etc.) would automatically be considered positive by the MRO.
5. The MRO may use quantitative results to determine if positive results on repeat tests indicate recent use of illicit or banned substances or the natural decline of levels of the illicit or banned substance from the body. If the MRO feels the quantitative levels determined to be above the established cutoffs do not reflect current use but natural decay, then a negative results may be reported.
6. Finally, the MRO, based on the information given, will certify the drug test results as positive or negative. Positives will be reported to the building principal by phone.

Test Results

- A. This program seeks to provide needed help for students who have a certified "positive test".
- B. Counseling Requirement

Because the Random Drug Testing Program has been established as a deterrent, students are strongly urged to seek the following help:

1. Undergo a substance abuse assessment by a licensed substance abuse professional acceptable to the Superintendent's designee. All costs for that assessment will be the financial responsibility of the student or his/her parents/guardians.
 2. Provide the school principal with written certification by the licensed substance abuse professional that the substance abuse assessment has been completed.
 3. Undergo counseling/treatment or other intervention, if any, as recommended by the licensed substance abuse professional. All costs for that counseling/treatment or other intervention will be the financial responsibility of the student or his/her parents/guardians. The Board of School Trustees will not specify requirements of any such counseling/treatment or intervention, as this will be based on the student's individual needs. The Board of School Trustees' interest is that the student receives whatever assistance is appropriate for the particular individual.
- C. The principal/principal's designee will be notified of a student testing "positive". The MRO will first 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 to the MRO. In addition, the student or parent/guardian may appeal by requesting that the urine specimen be tested again by the certified laboratory. The cost of a retest will be the financial responsibility of the student or his/her parents/guardians.
- D. If the test is verified "positive", the principal/principal's designee will meet with the student and his/her parent/guardian. The student and parent/guardian will be given a list of names of counseling and assistance agencies from which the family may choose. A "follow up" test will be requested by the principal/principal's designee after such an interval of time that the substance previously found would normally have been eliminated from the body.
1. If the student is an athletic participant, they will be prevented from participating in athletics until a negative "follow up" test is provided and the student has fully complied with the athletic code of conduct.

If this "follow up" test is negative, and the student/athlete has complied with the athletic code of conduct, the student will be allowed to resume athletic activities. The student/athlete will obtain a cumulative discipline record for his/her entire high school career.

1st Violation - Suspended for forty percent (40%) of scheduled contests. Students can reduce this suspension to twenty percent (20%) of scheduled contests if he/she enrolls within ten (10) school days and completes a professional intervention program, which is appropriate for the rule violation (applicable one time only on the first violation). Students/athletes will be prohibited from attending any extra-curricular activities during the duration of the suspension, excluding practices. This includes club meetings, home contests, dances, loss of driving privileges, or any other non-academic extra-curricular activities.

2nd Violation - The student/athlete will be suspended for 365 days from the date of the infraction. Students/Athletes will be removed from their current team and will be prohibited from attending any extra-curricular activities during the duration of their suspension. This includes club meetings, home contests, dances, loss of driving privileges, or any other non-academic extra-curricular activities.

3rd Violation - The student/athlete will be permanently suspended from attending any extra-curricular activities for the remainder of his/her school career. This includes club meetings, home contests, dances, loss of driving privileges, or any other non-academic extra-curricular activities.

2. If a student driver or extra-curricular participant, they will be prevented from driving/participating until a negative "follow up" test is provided. Student drivers and students in extra-curricular activities will also follow a cumulative discipline record program.

If this "follow up" test is negative, and the student has completed a drug abuse intervention program, the student will be allowed to resume driving/participating. The student will obtain a cumulative discipline record for his/her entire high school career.

1st Violation - Suspended from driving/participating until a negative "follow up" is provided. Students will be prohibited from attending any extra-curricular activities during the duration of the suspension, excluding practices. This includes club meetings, home contests, dances, loss of driving privileges, or any other non-academic extra-curricular activities.

2nd Violation - The student will be suspended for 365 days from the date of the infraction. Students will be removed from their current team and will be prohibited from attending any extra-curricular activities during the duration of their suspension. This includes club meetings, home contests, dances, loss of driving privileges, or any other non-academic extra-curricular activities.

3rd Violation - The student will be permanently suspended from attending any extra-curricular activities for the remainder of his/her school career. This includes club meetings, home contests, dances, loss of driving privileges, or any other non-academic extra-curricular activities.

- E. If a second "positive" result is obtained from the "follow up" test, or any later test of that participant, (B) and (C) (Test Results) will be followed. In addition, the School City of Hobart reserves the right to continue testing at any time during the remaining school year any participating student who tested "positive" and did not make satisfactory explanation.
- F. Information on a certified "positive" test result will be shared on a "need to know" basis with the student's principal, coach or sponsor. The results of "negative" tests will be kept confidential to protect the identity of all students being tested.
- G. MRO reports will be returned to the principal/principal's designee. Names of students tested will not be kept in open files or on any computer. MRO reports will be locked and secured in a location that is only accessible to the principal/principal's designee and separate from the student's regular file.

Financial Responsibility

- A. Under this policy, School City of Hobart will pay for all initial random drug tests and all initial "follow up" drug tests.
- B. A request on appeal for another test of a "positive" urine specimen is the financial responsibility of the student or his/her parent/guardian.

- C. Counseling and subsequent treatment by non-school agencies is the financial responsibility of the student or his/her parent/guardian.

Confidentiality

Under this drug testing program, any staff, coach, or sponsor of School City of Hobart who has 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 unless legally subpoenaed. Once again, this will underscore the School City of Hobart's commitment to confidentiality with regard to the program.

The testing company may not release any statistics on the rate of positive drug tests to any person, organization, or media without the written consent of the School City of Hobart. However, the testing company will provide the building principal with an annual report indicating the number of tests performed, rate of positive and negative tests, and what substances were found in the positive urine specimens.

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