

Policy for Drug Testing of Pratt USD 382 Students Involved in KSHSAA Sponsored Activities Grades 9-12

OVERVIEW

The USD 382 Board of Education, in an effort to protect the health and safety of its students involved in school sponsored extracurricular activities from illegal drug and alcohol use and abuse or injuries resulting from the use of illegal drugs and or alcohol adopts this policy for drug testing of students participating in school sponsored extracurricular activities. The procedure for random and possible initial drug testing of middle school and high school students participating in school sponsored extracurricular activities as defined in this policy is accomplished in conjunction with an independent drug-testing Vendor selected by the USD 382 Board of Education. To facilitate random testing, the Designated Official will provide the Vendor with a list of eligible students and in turn the Vendor will randomly select up to fifteen percent (15%) of the eligible high school students for random drug testing at each testing period. The number of students selected for each test will be determined by the Designated Official. In the event the USD 382 Board of Education requires initial drug testing, each student electing to participate in any extracurricular activity will be required to submit to a urine drug test at the beginning of each school year or if a student is new to the district, within 30 days of enrollment in USD 382. The Vendor will send qualified collectors to the school to oversee the collection of all specimens as outlined in this policy and procedure. The Vendor will provide Medical Review Officer (MRO) services for interpretation and verification of results. Results are reported to the Building Principal or Designated Official by the MRO. Specimens are collected as split specimens.

1. A STATEMENT OF NEED AND PURPOSE

Recognizing that observed and suspected use of alcohol and illicit drugs by USD 382 students (Grades 9 through 12) is a serious concern; a program of deterrence will be instituted as a pro-active approach to promote a drug free school. Likewise, students using illegal drugs pose a threat to their own safety, as well as to the safety of other students. The purpose of this program is fourfold:

1. to provide for the safety of all Students;
2. to undermine the effects of peer pressure by providing a legitimate reason for students to refuse to use illegal drugs;
3. to encourage Students who use drugs to participate in drug treatment programs; and
4. to promote achievement of Students full academic potential by preventing the impact drug and alcohol use has on the learning centers of the brain.

The random drug testing program is academically non-punitive. This policy is designed to create a safe, drug free, environment for students and assist them in getting help when needed. However, to the extent a violation of this policy would also constitute a violation of the District's policy for Illegal and Controlled Substances, the sanctions of applicable Board Policy will also apply, as will the policies concerning substance abuse in the Pratt High School handbook.

Participation in school sponsored school extracurricular activities is a privilege. Accordingly, students in extracurricular activities carry a responsibility to themselves, their fellow students, their parents, and their school to set the highest possible examples of conduct, which includes avoiding the use or possession of illegal drugs and alcohol.

2. SUPPORTING DATA

Random urine drug testing in a public school is legal as determined by the United States Supreme Court in the case of *Vernonia School District 47J (Oregon) v. Wayne* and *Judy Acton and Pottawatomie v. Earls*.

3. DEFINITIONS

Vendor – The medical office or company selected by the Board of Education to carry out the policy and procedure.

Designated Official – The individual hired by the school or district to oversee the drug testing program of the school or district.

KSHSAA – Kansas State High School Activities Association

School Sponsored Extracurricular Activities – School-sponsored activities including:

a. Grades 9-12 competitive athletic teams, including, but not limited to: boys/girls cross country, football, boys/girls tennis, boys/girls basketball, boys/girls golf, boys/girls wrestling, baseball, volleyball, softball, boys/girls track & field, eSports, archery, powerlifting and other activities/athletics as specified by the Board of Education.

b. Grades 9-12 noncompetitive extracurricular activities including, but not limited to, cheerleading, debate, forensics, band, vocal music, National Honor Society, FFA, Student Council, KAY, scholar's bowl, homecoming, prom dances, parking on school property and other activities as specified by the Board of Education.

An information list of school sponsored extracurricular activities will be prepared by the building principal and may be modified as determined by the building principal.

Medical Review Officer (MRO) – A licensed physician trained and certified in the process and interpretation of drug testing results.

Illicit Substance – A drug classified by the Drug Enforcement Administration (DEA) as being available only by prescription from a physician or classified as being controlled and having no therapeutic use.

Banned Substance – A substance defined by School policy as being banned from use by students.

Student Participant – A USD 382 student participating on a school sanctioned athletic team, or any other school sponsored extracurricular activity as defined by this policy.

SAMSHA – The Substance Abuse and Mental Health Services Administration is a governmental agency that certifies toxicology laboratories that perform drug testing following strict guidelines and constant quality assurance programs.

GC/MS – Gas Chromatography/Mass Spectroscopy; a scientific process to identify specific chemical compounds. A molecular fingerprint is obtained that identifies a chemical compound with 100% accuracy.

Quantitative Levels – The measurement levels of specific chemicals in the urine reported usually in nanograms per milliliter (ng/ml).

Chain-of-Custody Form – A preprinted form provided by the testing laboratory that records all contact with the provided specimen. The form is initiated by the collector and donor then follows with the specimen until the results are certified by the testing scientist and forwarded to the MRO for final certification.

Adulterant/Adulteration – Any attempt to alter the outcome of a urine drug test by adding a substance to the sample, attempting to switch the sample, or otherwise interfere with the detection of illicit or banned substances in the urine, or purposefully overhydrating oneself in an attempt to dilute the urine to decrease possible detection of illicit or banned substances.

4. PROCEDURES FOR STUDENTS

a. **Informed Consent for Testing** At the beginning of each school year, students and parent/guardian/custodian will complete and sign the Informed Consent Agreement (Exhibit A) and Release of Information Form for Medical Review Officer (Exhibit C). No student may participate in any extracurricular activity, as defined by this policy, until this form is properly executed and on file with the school. If a student wishes to participate at any point during the school year, these forms must be filed prior to beginning the school sponsored activity, or by Sept. 1st. Transfer students wanting to participate must complete forms upon arrival if wanting to participate in activities that school year.

b. **Urine Drug Testing Frequency** All students wishing to participate in school sponsored extracurricular activities as defined by this policy may be subject to urine testing for illegal or banned substances as specified in Paragraph 9 below. Up to fifteen percent (15%) of eligible students in grades 9-12 will be randomly tested on up to a

biweekly basis anytime during the school year. Any student who refuses to submit to urine drug testing will not be allowed to participate in extracurricular activities as defined by this policy. The refusal to submit to a urine drug test will be considered the same as a positive drug test result.

c. **Sample Collection** Samples will be collected as outlined under Vendor Requirements, Paragraph 6 below. Any eligible student randomly selected for urine drug testing who is not in school on the day of testing will be tested at the next available testing time. Students not able to provide an adequate urine specimen at the testing time will be unable to participate in school sponsored extracurricular activities and the failure will be considered the same as a positive drug test result. Arrangements may be made for special collections at a Vendor Collection site with prior approval of the Building Principal or Designated Official.

d. **Tests for Alcohol** Students attending extracurricular activities as may be randomly required to submit to an alcohol breath analyzer test to determine the presence of alcohol.

5. CONFIDENTIALITY RESULTS

All drug test results are considered confidential information and will be handled accordingly.

6. VENDOR REQUIREMENTS

At a minimum, the Vendor must be able to provide the following services:

a. **Random Selection of Eligible Students** Once provided a list of eligible students, the Vendor must select the required number of students in a random and confidential manner. Up to biweekly, the Vendor will arrange with the Designated Official a day and time to do the collection of specimens. The schedule will not follow any recognizable pattern. The selected student names will be given to the Designated Official, who will arrange for these students to report to the collection area.

b. **Collection of Urine Specimens** The Vendor will oversee the collection of urine specimens as outlined in the Procedure for Random Urine Drug Testing of Pratt USD 382 Students Involved in School Sponsored Activities Grades 9-12. Chain of Custody forms will be provided by the Vendor that meets the criteria of this policy and that of the testing laboratory. Students will be given as much privacy as possible in the obtaining of the specimen.

c. **Testing of Urine Specimens** The Vendor will have all specimens tested for the specified illicit or banned substances by a qualified laboratory certified by the Substance Abuse and Mental Health Services Administration (SAMSHA) following the guidelines of the Department of Health and Human Services (HHS). The testing laboratory should have greater than 10 years experience in toxicology testing and chain-of-custody procedures. All specimens must be initially tested using a highly accurate immuno-assay technique, with all presumptive positive results then confirmed by a Gas Chromatography/Mass Spectroscopy (GC/MS) confirmatory test (understanding that no current GC/MS test is available for LSD). The testing laboratory must be able to test for the following drug classes, substances or their metabolites in collected urine specimens. The building principal may specify specific classes or substances to be tested and advise the Vendor prior to random testing. Alcohol Amphetamines/Methamphetamine Anabolic Steroids Barbiturates Benzodiazepines Cocaine Metabolites LSD Marijuana (THC) Metabolites Methadone MDMA (Ecstasy) Opiates Phencyclidine (PCP) Propoxyphene

d. **Medical Review Officer (MRO) Services** The Vendor will provide MRO services by a licensed physician who is certified by the Medical Review Officer Certification Council (MROCC) or the American Association of Medical Review Officers as having proven by examination to have had the appropriate medical training to interpret and evaluate drug test results and thus qualified for certification as a Medical Review Officer. Additionally, the MRO must demonstrate a willingness to abide by the Procedure for Random Urine Drug Testing of Pratt USD 382 Students Involved in School Sponsored Activities Grades 9-12 as to the evaluation of positive drug tests and reporting findings in a timely and confidential manner.

e. **Reporting of Random Urine Test Results by Vendor** The MRO will certify all urine drug screens as negative or positive and report positive findings in a confidential manner to the parent and then the building principal by a secure e-mail system.

f. **Statistical Reporting and Confidentiality of Urine Drug Test Results** The Vendor, testing laboratory, or MRO 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 Pratt USD 382 Superintendent of Schools. However, the Vendor will provide the building principal with an annual report showing the number of tests performed, rate of positive and negative tests, and what substances were found in the positive urine specimens.

7. PROCEDURES IN THE EVENT OF A POSITIVE RESULT

a. Whenever a student's test result indicates the presence of illegal drugs or banned substances or adulteration, the following will occur after the MRO notifies the parent:

- (1) The building principal, within 24 hours, will notify the parent/ guardian/custodian first, then the student and Designated Official of any positive results. Notification from the building principal, will be made to the parent/guardian/custodian. The building principal may keep all test results for a period up to two years or 30 days after the student graduates, whichever is shorter.
- (2) The student will be notified and be required to submit to five periodical urine tests throughout the next 12-month period at their own expense to retain activity participation eligibility.
- (3) If the parent/guardian/custodian or student wishes to contest the results, the Vendor will arrange for the split portion of the specimen to be submitted to another laboratory approved by the Board of Education for testing. This is done at parent/guardian/custodian or student expense. Such a request must be made to the building principal in writing within five working days from first notification of positive test results.
- (4) The MRO may use quantitative results to determine if positive results on repeat testing 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 result may be reported.

b. First Positive Result

A positive result from the MRO or an altered sample will constitute a first positive. The student participant will be ineligible for next 20% of scheduled competitions/performances, or remainder of season (whichever is shorter), in each activity they are currently involved in, or in the next activity in which they plan to participate. The specific coach or sponsors individual team/group policy may supersede the requirements of this policy based on prior behavior, but cannot be less than the provisions of this paragraph. Additionally, student participants who have a first positive result will be required to submit to five follow-up drug tests during the next twelve (12) month period and will be required to participate in a chemical assessment program to determine the extent of their drug/alcohol use. The student will be required to follow the recommendations of the chemical assessment. Prior to reinstatement, the student must receive appropriate abuse counseling from a qualified professional at the expense of the student/parent/guardian.

The cost of the follow up drug tests, chemical assessment and follow-up plan will be the responsibility of the student or student's parents or guardian if under age 18.

c. Second Positive Result

A second positive result by MRO ruling or adulteration will result in the student participant being declared ineligible from all school sponsored extracurricular activities as defined in this policy in which he/she is currently participating and denied participation in future school sponsored extracurricular activities for a period of 18 weeks, when school is in session (weeks during summer would not apply, so these 18 weeks can carry over into the next school year). In addition, the student must complete a comprehensive substance abuse program recommended by a certified substance abuse professional. The student will continue or repeat the five necessary follow-up drug screens. The cost of the substance abuse program and follow up drug tests will be the responsibility of the student or student's parent or guardian if under age 18.

d. Third Positive Result

A third positive result will result in the student participant being barred from participation in any school sponsored extracurricular activities as defined in this policy for a minimum of one calendar year. In

addition, the student must participate in a chemical assessment program and successfully complete a substance abuse program recommended by a certified substance abuse professional at the expense of the student or student's parents or guardian. (The substance abuse program cannot be the same program for the Second Positive Result). At the end of the one calendar year and successful completion of the substance abuse program, the student must complete another drug screen at the student's expense, with negative results. Upon return to participation in school sponsored extracurricular activities, the student will continue or repeat the five necessary follow-up drug screens at their own expense. The period of exclusion from extracurricular activities may continue into the following school year.

e. Additional Positive Result After 3rd Positive

If a student participant would have additional positive results by MRO ruling or adulteration, that student would be barred from participation in school sponsored extracurricular activities for an additional one calendar year for each positive result.

8. NON-PUNITIVE NATURE OF POLICY

No student will be penalized academically for testing positive for illegal drugs or banned substances through this policy. 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, including the school SRO, unless required to do so by a court order, by a valid and binding subpoena or other legal process. In the event of service of any such court order, subpoena or legal process, the student and the student's custodial parent, legal guardian, or custodian will be notified at least 72 hours before response is made by the Pratt USD 382 Board of Education, if such notice is allowed by law. However, to the extent a violation of this policy would also constitute a violation of the District's policy for Illegal and Controlled Substances the sanctions of the Board Policy will also apply.

9. ILLICIT OR BANNED SUBSTANCES

For the purpose of this policy, the following drug classes, substances or their metabolites that can be tested for are considered illicit or banned for Pratt Unified School District 382 Students: Alcohol Amphetamines/Methamphetamine Anabolic Steroids Barbiturates Benzodiazepines Cocaine Metabolites LSD Marijuana (THC) Metabolites Methadone MDMA (Ecstasy) Opiates Phencyclidine (PCP) Propoxyphene and Masking Agents.

10. REMOVAL OF TEST RECORDS

a. The school district shall remove all records of urine testing and the results thereof from its records within 30 days after the graduation of any student from the USD 382 high school.

b. The school district shall remove from its records all records of any testing and results thereof within 36 months after the withdrawal of any student from the USD 382 school system.

EXHIBIT A UNIFIED SCHOOL DISTRICT 382 INFORMED CONSENT AGREEMENT

Student Name _____ Grade _____

READ INFORMED CONSENT AGREEMENT BELOW. IN ORDER TO PARTICIPATE IN ACTIVITIES, STUDENTS/PARENTS MUST SIGN PRIOR TO PARTICIPATION, OR BY SEPTEMBER 1ST

We hereby consent to allow the student named on the top of this form to undergo urinalysis testing for the presence of illicit drugs or banned substances in accordance with the Policy for Random Urine/Saliva Drug Testing of USD 382 Students Involved in School Activities Grades 9-12 (policy can be read on-line at www.usd382.com) as approved by the Pratt Unified School District Board of Education. We understand that a qualified vendor will oversee the collection process. We understand that any urine/saliva samples will be sent only to a certified medical laboratory for actual testing, and that the samples will be coded to provide confidentiality.

We hereby give our consent to the medical vendor selected by the Pratt USD 382 Board of Education, their laboratory, doctors, employees, or agents, together with any clinic, hospital, or laboratory designated by the selected medical vendor to perform saliva/urinalysis testing for the detection of illicit drugs or banned substances.

We further give permission to the medical vendor selected by the Pratt USD 382 Board of Education, its doctors, employees, or agents, to release all results of these tests to the Medical Review Officer (MRO) working for the medical vendor. We understand these results will be forwarded to the Building Principal and will also be made available to us. We understand that consent pursuant to this Informed Consent Agreement will be effective for all activities as defined by board policy in which this student might participate during the current school year.

AS A STUDENT: - I understand and agree that participation in school sponsored school activities is a privilege that may be withdrawn for violations of the **Policy for Random Urine/Saliva Drug Testing of USD 382 Students Involved in School Activities Grades 9-12.**

- I have read the **Policy for Random Urine/Saliva Drug Testing of USD 382 Students Involved in School Activities Grades 9-12** (policy can be read on-line at www.usd382.com), and understand the consequences that I will face if I am selected for a random drug test and have a positive test result.
- I understand and realize that there is risk of injury in participating in athletic activities.
- I understand that when I participate in any school sponsored extracurricular activity as defined in Board Policy, I may be subjected to initial drug testing and will be subject to random urine/saliva drug testing, and if I refuse, I will not be allowed to practice, or participate in any school sponsored extracurricular activity. I have read the consent on the top of this form and agree to its terms.
- I understand this is binding while a student in **USD 382.**

Student Signature Date _____

AS A PARENT/GUARDIAN/CUSTODIAN:

- I have read the **Policy for Random Urine/Saliva Drug Testing of USD 382 Students Involved in School Activities Grades 9-12** (policy can be read on-line at www.usd382.com), and understand the responsibilities of my son/daughter/ward as a participant in school sponsored extracurricular activities in **USD 382.**

- I understand and realize that there is an assumed risk of injury involved for my son/daughter/ward as a participant in athletic activities.

- I understand that my son/daughter/ward, when participating in school sponsored extracurricular activities as defined in Board Policy, may be subjected to initial and random urine/saliva drug testing, and if they refuse, will not be allowed to practice or participate in any extracurricular activities. I have read the consent on the top of this form and agree to its terms.

-I understand this is binding while my son/daughter/ward is a student in **USD 382**.

Parent/Guardian/Custodian Signature Date _____

Parent/Guardian/Custodian Name (print)

**EXHIBIT C RELEASE OF INFORMATION FORM FOR MEDICAL REVIEW OFFICER
(TOP PORTION MUST BE FILLED OUT PRIOR TO PARTICIPATION OR BY SEPT. 1ST)**

Student name _____

I, _____, understand I am submitting to a urine/saliva drug screen for USD 382 school system. If needed, I give permission for the Medical Review Officer to contact my parent/guardian/custodian regarding results and verify any prescription medicine I may be taking at the time of the drug screen collection. Contact information listed below.

Name of Parent/Guardian/Custodian: _____

Relationship: _____ Student Identification # _____
(Mother/Father/Guardian Etc) will be used by MRO for verification process.

Daytime phone _____ Evening phone _____

Student Consent (To be filled out at the time of drug screening)

Date	Signature	Witness
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

EXHIBIT D

PHS SPONSORED EXTRACURRICULAR ACTIVITIES: Boys/Girls Cross Country, Debate, Football, Forensics, Band, Boys/Girls Tennis, Boys/Girls Basketball, Vocal Music, Boys/Girls Golf, National Honor Society, FFA, Boys/Girls Wrestling, Student Council, Baseball, KAY, Volleyball, Scholar's Bowl, Softball, Track & Field, Cheerleading, homecoming, prom, eSports, powerlifting, archery, parking on school property. Other BOE approved athletics/activities.

Procedures for Random Urine/Saliva Drug Testing of Pratt USD 382 Students 9-12 Involved in School Sponsored Activities

1. 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/saliva specimens for testing. The Designated Official is responsible for seeing that all students and their parent/guardian/custodian properly sign the **Informed Consent Agreement** (Policy Exhibit A) and the **Release of Information Form for Medical Review Officer** (Exhibit C) prior to testing.

2. 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 system designed specifically for the purpose of randomly selecting individuals for drug testing.

3. SCHEDULING OF URINE DRUG TESTING

Urine/saliva drug testing is unannounced. The day and time 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.

4. INITIAL TESTING

At the beginning of the year, all eligible students may be subject to urine drug testing as determined by the Board of Education. This testing will be accomplished on a date and time coordinated with the testing Vendor. Any student moving into the District may be tested prior to participation in any extracurricular activities. A student is only required to take one initial test per year to participate in extracurricular activities.

5. TESTING YEAR

The testing year begins the date the first activity for the upcoming school year commences and continues for 365 days thereafter. Those students wanting to participate in a KSHSAA activity anytime during a testing year **must have proper forms completed prior to starting the activity or no later than September 1st**.

6. 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 Pratt USD 382 Students Involved in School Sponsored Activities Grades 9-12** 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, MRO, and School Official.

7. COLLECTION PROCESS

Selected students are escorted from class to the collection site. A specimen of urine is collected following this process, or a saliva test may be administered:

- a. 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.
- b. The collector adds a bluing agent (food coloring) to the water in the urinal or toilet.
- c. The student is asked to rinse their hands and dry them. If no water is easily accessible, a non-alcoholic wipe may be used instead.

- d. The drug testing custody and control form is completed by the student and collector.
- e. The student is told to urinate directly into the provided container and should provide a sufficient amount of urine (at least 30ml) in one attempt. The student is also told they are to hand the container of urine to the collector. If a student is unable to provide a urine sample, the student may drink up to 40 oz. of water and wait 1.5 hours from the initial attempt. The student is not to leave the test area. If unable to provide a urine sample after 1.5 hours, the failure is treated as a refusal to test.
- f. The student enters a closed stall to collect the specimen, and then hands the container to the collector.
- g. The collector checks the volume, reads and records the temperature within four 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.
- h. With the student watching, the collector will pour the specimen into the two bottles and recap the specimen bottles tightly.
- i. The collector takes the properly signed and initialed bottle seals and places them over the caps and sides of the bottles.
- j. The sealed bottles are placed inside the transport bag.
- k. 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.
- l. The student may wash their hands and is then sent back to class.
- m. 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.
- n. The Designated Official will be notified immediately of any student who refuses to give a urine sample or is suspected of adulteration.

8. 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:

- a. The MRO determines if any discrepancies have occurred in the Chain of Custody.
- b. Depending on the substances found in the urine, if necessary the MRO will contact the parent/guardian/custodian to determine if the student is on any prescribed medication from a physician.
- c. If the student is on medication, the parent/guardian/custodian will be asked to obtain a letter from the prescribing physician within five working days to document what medications the student is currently taking. Failure to provide such requested information will be considered a positive result.
- d. The MRO will then determine if any of the prescribed medications resulted in the positive drug screen.

e. Finally, the MRO, based on the information given, will certify the drug test results as positive or negative and report this to the building principal. The MRO will also notify the Prevention Coordinator that a drug test returned positive giving only the dates of the collection and reporting.

(1) For example, a drug screen positive for codeine may be ruled negative by the MRO when he receives a letter from the treating physician that the student has been prescribed Tylenol© with codeine as a pain medication following tooth extraction.

(2) 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.

(3) Drug screens positive for illicit drugs (marijuana, heroin, cocaine or alcohol, etc.) would automatically be considered positive by the MRO.

f. 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 result may be reported.

9. PICK-UP PROCESS

The Vendor is responsible for seeing that specimens are delivered to or picked up by the testing laboratory and the Chain of Custody form properly annotated.

10. PROCEDURES IN THE EVENT OF A POSITIVE RESULT

a. Whenever a student's test result indicates the presence of illegal drugs or banned substances or adulteration, the following will occur after the MRO notifies the parent:

(1) The building principal, within 24 hours, will notify the parent/guardian/custodian first, then the student and Designated Official of any positive results. A written notification from the building principal, by form letter, will be sent to the parent/guardian/custodian by certified mail. The building principal may keep all test results for a period up to two years or 30 days after the student graduates, whichever is shorter.

(2) The student will be notified and be required to submit to five periodical urine tests throughout the next 12-month period at their own expense to retain activity participation eligibility.

(3) If the parent/guardian/custodian or student wishes to contest the results, the Vendor will arrange for the split portion of the specimen to be submitted to another laboratory approved by the Board of Education for testing. This is done at parent/guardian/custodian or student expense. Such a request must be made to the building principal in writing within five working days from first notification of positive test results.

(4) The MRO may use quantitative results to determine if positive results on repeat testing 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 result may be reported.

b. First Positive Result

A positive result from the MRO or an altered sample will constitute a first positive. The student participant will be ineligible for next 20% of scheduled competitions/performances or remainder of season (which ever

is shorter) in each activity they are currently involved in, or in the next activity in which they plan to participate. The specific coach or sponsors individual team/group policy may supersede the requirements of this policy based on prior behavior, but cannot be less than the provisions of this paragraph. Additionally, student participants who have a first positive result will be required to submit to five follow-up drug tests during the next twelve (12) month period and will be required to participate in a chemical assessment program to determine the extent of their drug/alcohol use. The cost of the follow up drug tests and chemical assessment will be the responsibility of the student or student's parents or guardian if under age 18. In addition, the student must complete a comprehensive substance abuse program recommended by a certified substance abuse professional. The student will continue or repeat the five necessary follow-up drug screens. The cost of the substance abuse program and follow up drug tests will be the responsibility of the student or student's parent or guardian if under age 18.

c. Second Positive Result

A second positive result by MRO ruling or adulteration will result in the student participant being declared ineligible from all school sponsored extracurricular activities as defined in this policy in which he/she is currently participating and denied participation in future school sponsored extracurricular activities for a period of 18 weeks, when school is in session (weeks during summer would not apply, so these 18 weeks can carry over into the next school year). In addition, the student must complete a comprehensive substance abuse program recommended by a certified substance abuse professional. The student will continue or repeat the five necessary follow-up drug screens. The cost of the substance abuse program and follow up drug tests will be the responsibility of the student or student's parent or guardian if under age 18.

d. Third Positive Result

A third positive result will result in the student participant being barred from participation in any school sponsored extracurricular activities as defined in this policy for a minimum of one calendar year. In addition, the student must participate in a chemical assessment program and successfully complete a substance abuse program recommended by a certified substance abuse professional at the expense of the student or student's parents or guardian (The substance abuse program cannot be the same program for the Second Positive Result). At the end of the one calendar year and successful completion of the substance abuse program, the student must complete another drug screen at the student's expense, with negative results. Upon return to participation in school sponsored extracurricular activities, the student will continue or repeat the five necessary follow-up drug screens at their own expense. The period of exclusion from extracurricular activities may continue into the following school year.

e. Additional Positive Result After 3rd Positive

If a student participant would have additional positive results by MRO ruling or adulteration, that student would be barred from participation in school sponsored extracurricular activities for an additional one calendar year for each positive result.