

DRUG TESTING POLICY

Bryan City Schools

The Bryan City Schools Board of Education Drug Testing Policy was formed due to a serious concern that observed and suspected alcohol and illicit drug use impacts the health and safety of Bryan City Schools students. Bryan City Schools seeks to educate students about becoming good citizens making healthy choices and provide a drug and alcohol free environment for education. Substance abuse is a topic taught in district classes and programs and is interwoven in our approach to the whole student by offering programs, services and role models in our administrators and staff.

The Bryan City Schools Board of Education implements this policy addressing the issue of student substance abuse geared towards a safe and healthy student body. Because participation in extracurricular activities is a privilege, Bryan City Schools have selected student athletes, students who participate in extracurricular activities and students, regardless of their participation in extracurricular activities and with the consent of their parents, who volunteer to be tested, for inclusion in the testing pool. This Policy applies to all athletes, volunteers and participants in extracurricular activities from grades 7-12.

Policy goals:

1. To provide a safe and healthy environment to all students participating in the athletic and extra-curricular programs.
2. To discourage all students from using drugs and alcohol.
 - a. Students will assume all responsibility for regulating their personal lives in ways that will result in their becoming healthful members of a team and worthy representatives of themselves, the school and the community as a whole. Drug testing gives students who may be pressured to use drugs a legitimate reason to refuse.
3. To provide students with the opportunity to become leaders in the student body for a drug free school.

4. To provide solutions and appropriate intervention for the student who does use drugs and/or alcohol, and encourage students who use drugs to participate in a drug treatment program.
5. To provide the school district with guidance for discipline and other interventions for violations of this Policy.
6. To encourage those students who participate in athletic and extra-curricular programs to remain drug free and alcohol free.

Students involved in athletics or other extracurricular activities need to be exemplary in the eyes of the community and other students. Although students risk the loss of continued participation in athletics and extracurricular activities, no student shall be suspended or expelled from school or penalized academically for testing positive for banned substances under this Policy. Violations of other school policies regarding drugs and alcohol possession and use may result in discipline. However, the intent of this policy is not to punitively address positive drug tests: instead, the goal is to deter, intervene in, and end student drug and alcohol use.

Prior to participation in athletics or an extracurricular activity, students and their parent(s) will be required to participate in a mandatory meeting for all students and parents and sign a consent form.

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 absent legal compulsion by valid and binding subpoena or other legal process, which the Bryan City 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 as soon as practicable before response is made, to the extent permitted by such subpoena or legal process.

Students for whom consent is withdrawn for random drug testing are automatically denied participation in all sports and extracurricular activities

for the school year(s) in which they would otherwise have been subject to random testing.

Definitions and specific testing protocols are referenced in Bryan City schools administrative guidelines.

1. RANDOM TESTING

Random testing shall be conducted on student athletes, students participating in an extracurricular activity, and volunteers who may not be participating in an activity through the consent of his or her parent(s), guardian or custodian throughout the year. Each team or extracurricular activity may have up to 20% of its eligible students tested per incident of random selection. A student may be tested more than once, or even multiple times, since each random testing selection pool includes all participants. In addition, students may be randomly tested when they are not actively participating in an athletic or extracurricular activity under the guidelines of the year round code of conduct.

a. Random selection:

The Athletic Director, under the Principal's supervision, will use a system to ensure that students are selected in a random fashion. This system may include computer generated random numbers or names or by pulling numbers from a pool of numbers equal to the number of student athletes.

b. Scheduling of random testing:

Random testing will be unannounced. The day and date will be selected by the Athletic Director and confirmed with the building administrator. Random testing may be done weekly.

2. SUBSTANCES FOR WHICH STUDENTS MAY BE TESTED: Students will be tested under this Policy for Drugs and Alcohol (as such terms are defined in administrative guidelines and in board policy as well as any substance prohibited in the student code of conduct).

3. COLLECTION PROCESS (Urine Screens)

Upon random selection, a student will be notified to report to the collection

site within the school building. A urine specimen from the student will be collected as follows and all students must follow this process:

1. The Athletic Director is responsible for ensuring that all code of conduct and consent forms are completed and signed by both parent/guardian/custodian and student. No student is allowed to participate until all forms are turned in to the athletic office.
2. All students must present a picture ID or be identified by the Athletic Director or Principal. No exceptions will be allowed.
 3. The testing area must be secured during the testing. Only lab technicians and the student being tested will be witnesses to the test.
4. Students will be asked to hold out their hands and a sanitizer will be put on their hands, or they will wash their hands with soap and water in the presence of the lab technician. The testing staff will add a dye to the toilet.
5. Students will be asked to urinate directly into the collection cup given to them by the lab personnel. The lab technician will stand outside the bathroom stall and listen for normal sounds of urination. When female students are submitting a urine sample the lab technician also must be a female. When male students are submitting a urine sample the lab technician must be a male.
6. The sample must be taken in one attempt and be at least 30 ml in size. The student must hand the cup to the lab technician immediately after producing a sample.
7. Students are not to flush the toilets or urinals. In the event that a student flushes the toilet he or she will be required to give a new sample immediately or the sample will be invalid.
8. With the student watching, the lab technician will recap the sample and hand it to the student who must then return it to the intake

technician. In the event that the student does not hand the cup directly to the intake technician, the sample is invalid and a new sample must be produced.

When students arrive and cannot produce a sample, they will be required to start drinking water or other beverage in order to produce a sample. After 36 oz. the human body will need to urinate. Students who cannot produce a sample will be kept in a secured area to wait until they can test.

Any student who leaves the secured testing area will not be allowed to test. A student who leaves the testing area or otherwise refuses the test will be treated under this Policy as if he or she has tested positive for a banned substance.

No bags, backpacks, purses, cups, containers or drinks will be allowed to enter the collection area. All coats, vests, jackets, hats, scarves or baggy clothing must be removed before entering the collection site. Only pants and t-shirts or dresses may be worn in the collection area. Students are not to have contact with anyone other than the lab technician until after the sample is given. Any infringement of the rules in this paragraph will result in the student being required to produce another sample.

Any and all adulteration of the specimen will be detected. The lab checks every sample for adulteration, such as additives that are ingested or added to urine to change the sample.

Any suspicion of tampering with the sample will be brought to the lab technician's attention. The sample will be sent to the lab for immediate confirmation of tampering.

A positive test will be declared if a student refuses or cannot produce a sample after drinking 36 oz of water or other beverage in the presence of the lab technician.

In the event of a positive result, the urine specimen will be sent to a

laboratory for confirmation of results and a certified Medical Review Officer will determine the results.

This collection procedure outlined above is for informational purposes as to what might be expected but is subject to change due to procedure changes or requirements by the testing agency. This regulation outlining the general procedure for testing may not exactly match the testing guidelines as set forth by the testing agency.

When using rapid screens, all non-negative screens will be sent out with a chain of custody to a certified laboratory for confirmation. A Certified Medical Review Officer will verify the positive test. Any student that tests positive or is considered under this Policy to have tested positive will be offered the opportunity to participate in a drug treatment program that includes testing two times per month for a six week program that includes drug counseling and testing at the expense of the student and or parent. Testing will be done by an agreed upon agency or physician.

4. RESULTS OF A POSITIVE TEST

Any positive urine drug test that is verified by a Certified Medical Review Officer or any student who otherwise is considered under this Policy to have tested positive will be made known to the building administrator, who in turn will notify the parents/guardians/custodians and student.

5. IF A POSITIVE TEST OCCURS:

a. Appeal Process

If the parent/guardian 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 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.

b. First Violation

Upon the first positive drug test, the student athlete will be denied participation for a minimum of forty percent (40%) of the season. For example, if there were ten games in a season, a student would be denied participation for four games in the event of a first violation. Such denial of participation may carry over into any playoff or tournament games or to the next season. For non athletic extracurricular clubs, the student will not be permitted to try out or be involved in any single performance activity or other club activity for a period of thirty (30) school days from the date of the positive drug test. The parent/guardian/custodian and student will meet with the Athletic Director, the coach/director, and/or a building administrator to determine reinstatement. Regardless of whether the student completes the recommendations of the counselor as outlined below, the student will be included in up to three additional drug tests.

Upon a positive drug test, the student will have to make an appointment with a certified chemical dependency counselor (or at an agency certified by the Ohio Department of Health or the Ohio Department of Alcohol and Drug Addiction Services) for chemical dependency assessment and then follow the recommendations of the counselor. In certain cases the student may contact the student support services at BMS/HS to seek their ability to perform certified and credentialed alcohol or drug related counseling services. The parent/guardian/custodian is responsible for all expenses and for providing the Athletic Department with documentation that the student completed all recommendations of the counselor. If the student does all the steps as outlined in this paragraph, the penalty for the first violation will be reduced by fifty percent (50%). (20% of the season for athletes, 15 school days for other extracurricular clubs.)

c. Second Violation

The student is denied participation in extracurricular activities for one calendar year.

d. Subsequent violations

The student is denied participation in athletics or extracurricular activities in the Bryan City Schools for a period of one calendar year.

*Violations are cumulative throughout the student's secondary school career. (Grades 7-12)

6. SELF REFERRALS

A student may give a self-referral one time from grades 7-12. A self-referral may happen only before a student is randomly selected for testing. The student will have to make an appointment with a certified chemical dependency counselor (or at an agency certified by the Ohio Department of Health or the Ohio Department of Alcohol and Drug Addiction Services) for chemical dependency assessment and then follow the recommendations of the counselor. The parent/guardian/custodian is responsible for all expenses and for providing the Athletic Department with documentation that the student completed all recommendations of the counselor. A self-referring student will be included in up to three additional tests. If the student complies and completes the counseling and has no further positive test results, no other punitive action will be required.

If a student fails to timely complete the counseling and recommendations of the counselor, the first violation penalties described in 5(b) of this policy will apply.