

USD #421 RANDOM STUDENT DRUG TESTING POLICY FREQUENTLY ASKED QUESTIONS AND ANSWERS

The USD #421 Board of Education, in an effort to protect the health and safety of students involved in extracurricular activities from illegal drugs, has adopted a new policy for random drug testing students participating in Kansas State High School Activities Association (KSHSAA) activities, athletics, and extracurricular activities at Lyndon High School and Middle School. This policy will take effect beginning August 2016.

1. Q. What is the purpose of student drug testing?

- A. The purpose of the program is to deter drug use and to assist parents and students when needed.
- (1.) To provide for the health and safety of students participating in school sponsored activities; and
 - (2.) To undermine the effects of peer pressure by providing a legitimate reason for students involved in extracurricular activities to refuse the use alcohol and illegal substances.

2. Q. How does drug testing help students?

- A. The program serves as a deterrent to the use of illegal drugs and provides students with a reason to resist peer pressure and refuse invitations to use illegal drugs.

3. Q. Who will be tested?

- a. Students who participate in KSHSAA sponsored activities and athletics
- b. Students who participate in extra-curricular clubs, extra-curricular school activities or as a spectator
- c. Student who OPT-IN to the random testing pool, but do not intend on participating in the above activities

4. Q: What happens if a student refuses to take the test?

- A: Refusal to take the test will be considered a positive test result and treated accordingly.

5. Q. Will participation in the random drug testing program be required?

- A. Yes, all athletic/activity or extracurricular rosters will be provided to the vendor to ensure randomness. For those students wishing to participate or be a spectator in extra-curricular programs must have a signed consent form on file before a student is allowed to participate.

6. Q. Can a student not involved in KSHSAA or any other school extra-curricular activities OPT-IN to the Random Drug Testing Program?

- A. Yes. Although the USD 421 Random Drug Testing Policy is designed for students participating in KSHSAA or extra-curricular activities, any USD 421 parent/guardian/custodian or adult student may also request to have their or their student(s) OPT-IN to the random pool of student rosters. An OPT-IN consent form can be found on the USD 421 website or in the middle or high school offices. Complete

OPT-IN forms should be submitted to the school office. **(I believe that the committee stated that this had to be done at the beginning of the year???)**

7. Q. How are students selected for testing?

A. Rosters of eligible students are given to the contracted drug-testing vendor. Students are selected randomly by the vendor, not the USD 421 middle school or high school. There will be 2 pools students are chosen from, MS and HS.

8. Q. How often will students be tested?

A. As of right now, we are not going to set an actual number, but it will be about 15% of the students will be tested throughout the school year.

9. Q. What are the testing standards?

A. Testing will be conducted by scientific means using approved practices and procedures established by the drug-testing vendor.

10. Q. What are the credentials of the vendor laboratory, Psychemedics?

A. Superior Drug Testing with Highest Detection Rates

- **Patented Technology Detects the Most Drug Users** in the industry, deters drug use, and ensures accurate and reliable results.
- **Greater Return on Investment** is the result of the superior detection rate of Psychemedics hair testing.
- **Smallest Sample of Hair Required** in the industry, resulting in fewer cosmetic concerns and cancelled tests.
- **Our Cutting Edge Research and Development** team stays on top of drug trends, resulting in the frequent addition of drugs to our standard panel.
- **Proven Legal Track Record** provides clients with the trust and security needed to support the testing program.

Responsive and Efficient Customer Service

- **Industry Leading Turnaround Times** with over 95% of screened negatives reported back the same day, allowing our clients to make timely decisions.
- **Lowest Percentage of Cancelled Tests** resulting from insufficient sample and paperwork errors, regularly averaging less than 1.5% – this means fewer retests and less hassle for our clients.
- **Supportive and Tenured Customer Service Team** resulting in call wait times averaging less than twenty seconds, quick same-day account setups, and multiple options for easy supply orders.
- **Extensive Collection Network** includes online scheduling, electronic Chain of Custody Forms and multi-language formats.
- **Flexible Drug Program Results Reporting** options that provide in depth data for analysis.

Consultative Approach to Building a Drug-Free Environment

- **Over 25 Years of Experience and Knowledge** as the pioneer and industry leader. We can walk you through the differences in the testing methods, and help you create a personalized program that fits your specific needs.
- **Highly Qualified Experts** include scientists, lab technicians, program consultants and a network of industry experts. We consult with clients through every step from policy development all the way to program implementation.
- **Global Experience, Accessibility and Accreditation** provides international organizations with the confidence necessary to expand their programs.

Customized Solutions for Effortless Program Management

- **Personalized Results Portal** provides clients access to results, custody and control forms, and customized reports and statistics in real-time, twenty-four hours a day.
- **Easy Interface with Third-Party Administrators and Medical Review Officers** allows a Psychometrics hair testing program to easily integrate with other programs and IT systems.
- **Unique Contractor Compliance Management Software (VECTOR)** offers a tool to help manage contractor testing and compliance reporting.

11. Q. What if students are taking prescription medications? Will they show up on the test results?

A. Medications will show up in the test results. The vendor will determine if prescription medications in the amount prescribed could result in a positive test result. If the vendor makes the determination that the prescribed medications were taken in the proper amount, the result will be a negative test. To help ensure valid test results, a student who is taking a prescription medication(s) and/or supplements will write the names of any and all medications or supplements they are taking on the envelope that will be sent to the lab.

12. Q. Are prescription medications disclosed to the school administrators, if the student is tested?

A. No. This information will not be requested for privacy reasons. If a legal drug is identified in the testing a prescription is then required and once provided and cleared the results becomes a negative. If a prescription is not provided then the test results remains positive. If a positive result occurs Psychometrics will call the parents and ask that they take a picture of the prescriptions and send it to Psychometrics. If Psychometrics has a question about the medication, Psychometrics will call the lab and speak to one of the scientists.

13. Q. Will over-the-counter medications cause a positive result?

A. Over-the-counter (OTC) medications, if taken as instructed on the packaging, should not cause a positive test result. A positive test result is possible if OTC medications are misused.

14. Q. What are the consequences for a positive test?

A. Consequences for students who test positive include:

- 1.) The student will not be permitted to be a participant or spectator in KSHSAA activity/athletic, or school clubs and extracurricular activities for a specified period of time.
 - a. First Violation – Miss **10 (ten) calendar days** from school

- b. Second Violation – **30 calendar day** suspension from school sponsored event as a participant or spectator.
 - c. Third Violation – **365 calendar day** suspension from school sponsored event as a participant or spectator. A reduction in calendar days will be reduced to **180** if student completes either an Certified In-patient or Out-patient treatment program.
- 2.) The student will be encouraged to participate in an approved drug assessment program and to follow all recommendations provided there, and to provide proof of attendance.
- USD #421 will not cover the cost of the initial drug assessment program. If financial aid is required, a form will be made available for district assistance for up to a cost of \$150.
- 3.) The student is expected to submit to follow-up drug test(s) that will be schedule upon the next testing date(s).

15. Q: What is the appeal process?

A: If Parents/Guardians/Custodians question the validity of the test results they may request a second test be conducted on the same hair specimen at their own expense. It is important to note that any positive results will have had two completely separate tests performed – an immunoassay screen and a mass.

16. Q: Is law enforcement involved in a positive test result?

A: No. There will be no communication to any law enforcement agency. Random testing is a partnership between the school and family, with the hope of helping the student.

17. Q: Is the same procedure/consequences followed for students in possession or under the influence of drugs?

A: No. The random drug testing policy should be considered separate from school disciplinary actions. Possession or consumption of drugs on campus or at any school-related activity will result in disciplinary actions. Disciplinary action will be handled by school administration.

18. Q: Are there any academic consequences for students who have a positive test result?

A: No. The random drug testing policy is academically non-punitive.

19. Q: Are teachers subject to the random drug testing?

A. No, teachers will not be involved in the random drug testing pool. Since teachers are not hired to transport students they can not be tested. They are protected under the Fourth Amendment. District may test a teacher under a district policy that states drug testing may be done if their is suspicion of drug usage. Drug testing of teachers falls under the law of search and seizure.

20. Q: How much money is budgeted per year? A. \$3000 How much does each test cost? \$35 The cost to retest the same sample is \$125.

21. Q: What does the drug panel screen for in the testing?

Drug Class	Analyte
COCAINE	
	Cocaine — Parent Drug Benzoyllecgonine — Main metabolite of cocaine Cocaethylene — Metabolite produced when alcohol is ingested while taking cocaine Norococaine — Minor metabolite of cocaine
OPIATES	
	Heroin Codeine — Parent Drug Morphine — Metabolite of heroin 6-MAM — Metabolite of heroin Oxycodone (OxyContin) — Parent Drug Oxymorphone (Opana) — Parent Drug Hydrocodone (Vicodin) — Parent Drug Hydromorphone (Dilaudid) — Parent Drug
PHENCYCLIDINE	
	Phencyclidine (PCP) — Parent Drug
AMPHETAMINES	
	Amphetamine — Parent drug and metabolite D-Amphetamine (Adderall) Methamphetamine — Parent Drug MDMA (Ecstasy) — Parent Drug MDA — Parent drug and metabolite MDEA (Eve) — Parent Drug
MARIJUANA	
	THCA — Metabolite of THC

22. Q: What happens if a student wants to “self-report”?

A. Self-reporting of Drug Usage A student or parent/guardian/custodian may self-report a student’s drug usage at any time before the random drug test. Consequences may be avoided by self-reporting to the Principal or Superintendent, prior to the random drawing. A subsequent positive test result will count as a second positive test. self-referral may be used only once by a student throughout middle and high school attendance. The Principal or Superintendent will provide a list of Certified Chemical Dependency Professionals to the student and parent/guardian/custodian. Self-referral can only be used prior to a first offense under this policy.

23. Q: When will the first testing take place?

A. USD 421 does not have a set date to begin the testing. To allow for a 90 day detection window, testing will not begin until after the Holiday Break, December, 2016.

Questions and Answers from July 29th Random Drug Testing Program Public Forum:

1. Q: Why are teachers not included in the random testing pool?

A. Teachers being tested - refer to question #19.

2. Q. Who pays for the cost if a parent questions the validity of the random drug test results?

A. If a parent/custodian/guardian request a second test due to validity reasons the parents are responsible for the cost of the retest of the same sample. *(The response to the question at the forum was incorrect. The answer is correct according to the approved Random Drug Testing Policy.)*

3. Q. Since educational professionals are Mandated Reporters, they are required to report a positive result to the law enforcement.

A. Kansas Reporting Laws: Mandated reporters are required to report child abuse or neglect under the Kansas reporting law (K.S.A. 38-2223)
(C) teachers, school administrators or other employees of an educational institution which the child is attending and persons licensed by the secretary of health and environment to provide child care services or the employee of persons so licensed at the place where the child care services are being provided to the child.

4. Q. Is the Random Drug Testing program being implemented starting in the 2016-2017 school year?

A. Yes, the second reading was held on the draft Random Drug Testing Policy at the June 15, 2016 board meeting. After a lengthy discussion, the motion was made and seconded to approve, as presented, the USD #421 Lyndon Random Drug Testing Policy.

5. Q. If a student Declines being placed in the random drug testing pool are they also not allowed to attend any school sponsored activity?

A. Yes. The Consent to Perform Random Drug Testing Opt-in form states "I understand that to be eligible for the privileges outlined above, I will be subject to random drug testing, and if I refuse, I will NOT be allowed as a participant or spectator in any KSHSAA activities/athletics, or school clubs and extra-curricular activities" The same wording is present in the first paragraph on Decline Random Drug Testing form.