

StudentsScottsbluff High School Mandatory and Voluntary Drug Testing Participation1. Mission Statement

The Board of Education for Scottsbluff Public Schools values students' participation in extracurricular activities. Such students, as role models for other students, are a key to our goal to provide the best possible educational program for our students. To achieve our goal and to maximize the skills and talents of our students, it is important that each student understands the dangers of drug and alcohol use. This policy statement should qualify our position on student drug and alcohol use. Participation in extracurricular activities is a privilege which can be taken away for failure to comply with this policy.

The purpose of this policy is as follows:

- a. To provide for the health and safety of all students;
- b. To undermine the effects of peer pressure by providing legitimate reason for students to refuse use of illegal drugs and/or alcohol;
- c. To identify students who use illegal drugs and/or alcohol; and,
- d. To encourage students who use illegal drugs and/or alcohol to participate in appropriate treatment programs.

2. General Policy

Practical experience and research have proven that even small quantities of narcotics, abused prescription drugs, or alcohol can affect judgment and reflexes which can create unsafe conditions for students, especially those involved in sports or any activity covered in this policy. Even when not readily apparent, the effect can have serious results for students engaged in activities. Drug-using students participating in extracurricular activities are a threat to co-participants, other students, and themselves, and may make injurious errors. For these reasons, the Board has adopted a policy that all students participating in extracurricular activities must remain substance-free.

Prohibitions - All students participating in extracurricular activities are prohibited from using, possessing, distributing, manufacturing, or having controlled substances, improperly used medications, or any mind/mood altering or intoxicating substances present in their system.

Alcohol Use/Possession - All students participating in extracurricular activities are prohibited from possessing or ~~use of~~ using alcohol.

After-School-Hours Conduct - After-school-hours use of drugs, alcohol, or any other prohibited substances is illegal. All students participating in extracurricular activities should realize that these regulations prohibit all illicit drug use during and away from school activities.

3. Drug Screening Procedure

All current students participating in extracurricular activities or students that have voluntarily been placed in the pool at the request of their parent/guardian:

- a. Random Testing - The Board authorizes random, unannounced screening of all students participating in extracurricular activities or those students that have voluntarily been placed in the pool by their parent/guardian. The list of students participating will be updated upon receipt of a signed consent form. Students who have been selected will be required to report to the designated collection site for testing.
- b. Consent - Each student wishing to participate in any extracurricular activity and the students that have voluntarily been placed in the pool at the request of their parent/guardian shall consent in writing to drug testing pursuant to the District's drug testing program. No student shall be allowed to participate in any extracurricular activity without written consent from a parent/guardian.
- c. Removal from the Random Testing List - Students who quit or are cut from an activity, prior to being selected for random testing, may request their name be dropped from the testing list. A request form must be signed by the student and his or her parent/guardian to be dropped. However, students may volunteer to remain in the pool even though he or she is not part of the activity. Students that have submitted at least 2 negative test results without any positive results may ~~be dropped~~ request to be removed from the testing list.
- d. BMS Continued Testing - Students entering SHS from BMS will continue under the 365-day drug testing period and are subject to continued testing until the 365-day time period is complete.
- e. There is an obligation to continue support for students who test positive. Drug testing during the summer will provide another reason for a student to refrain from the use of drugs or alcohol. Any student who has tested positive during a random test will continue to be tested through the summer months. The Drug Program Coordinator will contact the student to establish a location and time for the test to take place.

4. Testing Procedures

- a. General Guidelines - The Board and the DPA shall rely, when practical, on the guidance of the Federal Department of Transportation, Procedures for Transportation Workplace Drug Testing Programs, 49 C.F.R. Parts 40.1 through 40.39, and on the further guidance of the Omnibus Transportation Employee Testing Act provided in 49 C.F.R. Parts 382, 391, 392 and 395.
- b. Substances - Substances that students participating in extracurricular activities may be randomly tested for: alcohol, amphetamines, cannabinoids, cocaine, opiates, synthetic opiates and PCP, and other substances, such as but not limited to steroids, barbiturates, and benzodiazepines without advance notice as part of tests authorized by the Board for safety purposes. Such tests will be coordinated with the Drug Program Coordinator.
- c. Testing Procedure - The Board reserves the right to utilize, breath, saliva, or urinalysis testing procedures. Urine and oral fluid samples which screen positive

will be confirmed by GC/MS. Positive saliva or breath alcohol tests will be confirmed by EBT (Evidential Breath Tester).

- d. Collection Sites - The Drug Program Coordinator will designate a collection site(s) at Scottsbluff High School where individuals may provide specimens.
 - e. Collection Procedures - The Board and the DPA have developed and will maintain a documented procedure for collecting, shipping, and accessing all specimens. The Board and the DPA will utilize a standard Custody and Control Form for all students participating in extracurricular activities testing and those students that have voluntarily been placed in the pool at the request of their parent/guardian. A tamper-proof sealing system, identifying numbers, labels, and sealed shipping containers will be used for specimen transportation.
 - f. Collection sites will maintain instructions and training emphasizing the responsibility of the collection site personnel to protect the integrity of the specimen and maintain as proper a collection procedure that is reasonable. All alcohol testing will be performed by a certified Breath Alcohol Technician (BAT). Where the Board has an employee collect the specimen, the Board will provide instruction and training to that employee.
 - g. Return of Results - The DPA will transmit by a secure method the results of all tests to the DPA's MRO. The MRO will be responsible for reviewing test results of students. Prior to making a final decision, the MRO shall give the individual an opportunity to discuss the result either face-to-face or over the telephone. The DPA shall then promptly tell the principal of the high school which student(s) tested positive.
 - h. Request for Retest - A split specimen will be collected for all testing methods, with the exception of alcohol testing. A positive alcohol test will be confirmed with an EBT device. Students involved in the program may, upon a non-negative test result, request that the split sample be tested (within 72 hours of being notified of the final testing result) at a second nationally certified laboratory from a list provided by the MRO. The request for the test must be submitted in writing to the MRO. Students participating in extracurricular activities and students that have voluntarily been placed in the pool at the request of their parent or guardian are required to pay the associated costs for an additional test in advance. However, the costs will be reimbursed if the result of the split sample test is negative.
5. Positive Results
Whenever a student's test results indicate the presence of an illegal drug (positive test), the student will receive consequences consistent with building's Parent-Student Handbook expectations regarding Drug and Alcohol Violations/Consequences.
6. Refusal to Submit to Drug Use Test
A participating student who refuses to submit to a drug test authorized under this policy, or fails or refuses to comply with any other provision of this policy, shall not be eligible to participate in any activities covered under this policy including all meetings, practices, performances, and competitions for the remainder of the school year.

7. Appeal

A student participating in extracurricular activities who has been determined by the high school principal or Drug Program Coordinator to be in violation of this policy shall have the right to appeal the decision to the Superintendent or the Superintendent's designee.

Such request for a review must be submitted to the Superintendent in writing within five calendar days of notice of the positive test. A student requesting a review will remain eligible to participate in any extracurricular activities until the review is completed. The Superintendent or the Superintendent's designee shall then determine whether the original finding was justified. No further review of the Superintendent's decision will be provided, and his or her decision shall be conclusive in all respects. Any necessary interpretation or application of this policy shall be in the sole and exclusive judgment and discretion of the Superintendent which shall be final and non-appealable.

8. Record Keeping and Confidentiality

All records pertaining to participants shall be kept separate from the student records. The record keeping and results of all testing will be held in the strictest confidence. These records will be accessible only to the Drug Program Coordinator or designee. Records pertaining to a particular student will be destroyed upon his or her graduation from SHS, or one year after his or her class graduation.

9. Severability

Should any sentence, clause, provision, or paragraph of this entire policy be deemed unlawful or unconstitutional, it is intended that, insofar as may be practicable, the remaining portions of this policy shall remain in full force and effect.

10. Definitions

- DPA - A national certified Drug Program Administrator, which shall use a certified laboratory in testing of samples.
- Drugs - Any substance considered illegal by Nebraska Statute, i.e., Uniform Controlled Substances Act, section 28-401 et seq., or which is controlled by the Food and Drug Administration unless prescribed to the student by any licensed medical practitioner authorized to prescribe controlled substances. For purposes of this policy, drugs shall include the illegal use of alcohol.
- Drug Program Coordinator - The Drug Program Coordinator shall be the Scottsbluff high school principal or designee.
- MRO - Medical Review Officer.
- School Year - From the first day classes commence in the fall, unless the activity begins prior to the first day of classes, in which event it shall include from the first day of practice through and including the last day of classes in the following spring.
- Activity Programs - Any activity that meets the guidelines of an extracurricular activity at Scottsbluff Public Schools.
- Participant - Any student who participates in any extracurricular activity as herein before set forth shall be a participant, and his or her name shall be included in the

participant pool. Any student that has voluntarily been placed in the pool at the request of their parent/guardian shall also be considered a participant and his or her name shall be included in the participant pool. A participant shall enter the participant pool upon signing the consent form and returning said signed consent form to the high school principal. A participant shall remain in the selection pool for an entire year (365 days) from the date the consent form is returned to the high school principal. A participant may be subject to testing at any time during said 365-day period. Any student who tests positive will continue to be tested through the summer month (page 2, paragraph, 3.e.). ~~Students who quit or are cut from an activity, prior to being selected for random testing, may request their name be dropped from the testing list. A student will be removed from the testing pool if he or she has quit or been cut from an activity.~~ Quitting the activity must occur prior to being selected for testing to be removed from the testing pool of students.

- Sample Collection - Samples will be collected as directed by the Drug Program Administrator on the same day the student is selected for testing, or if the student is absent an alternate will be selected, in sequential order, from an alternate list provided by the Drug Program Administrator. If a urine sample is required, all students providing samples will do so alone in an individual bathroom or stall with the door closed.
- Drug Program Administrator - The Board will choose a nationally certified Drug Program Administrator (DPA) for the purpose of determining through random selection the student(s)/ participant(s) to be tested. This will be accomplished by the use of a "Student List" identifying the student by number only. The DPA, by use of a certified laboratory, shall also process sample results and maintain privacy with respect to test results and related matters.
- Medical Review Officer "MRO" - Scottsbluff High School will utilize an MRO to review all laboratory-reported positive tests. The role of the MRO is critical to protecting the interest of the students. The MRO serves a critical role in determining whether the use of a substance identified by the sample analysis is from illicit use or a legitimate medical use. The MRO will demonstrate his or her knowledge by being certified by an MRO Accreditation body. The parent/guardian will be contacted by the MRO or his or her assistant. The MRO will report results of verified positives and/or warrant health and safety issues to the student and to the designated school representative through the DPA.
- Scope of Tests - The drug screen tests for one or more illegal drugs and/or alcohol. The Drug Program Coordinator shall determine which illegal drugs shall be screened, but in no event shall that determination be made after selection of students for testing. Student samples will not be screened for the presence of any substances other than an illegal drug or for the existence of any physical condition other than drug use.
- Non-Punitive Nature of Policy - No student shall be penalized academically for testing positive for illegal drugs or alcohol. 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 District shall not solicit. In the event of service of any such

subpoena or legal process, the student and the student's parent/guardian will be notified as soon as possible by the District.

Date of Adoption: August 9, 2021
Date of Revision: ~~March 13, 2023~~ May 11, 2026