

Student and Staff Drug Testing Policy



SCHOOL
QUESTIONING

Administrators, teachers and other professional personnel may question a student regarding the student's own conduct or the conduct of other students. In the context of school discipline, students have no claim to the right not to incriminate themselves.

POLICE OR OTHER
AUTHORITIES
QUESTIONING

For provisions pertaining to student questioning by law enforcement officials Or other lawful authorities see (LOCAL).

LOCKERS AND
VEHICLES

Students have full responsibility for the security of their lockers and vehicles parked on school property. Students shall not place, keep, or maintain any article or material in lockers or vehicles parked on school property, forbidden by District policy.

School Officials may search lockers and vehicles parked on school property if there is reasonable cause to believe they contain articles or materials prohibited by District policy. Students shall be responsible for any prohibited items found in their lockers or vehicles parked on school property.

If a vehicle subject to search is locked, the student shall be asked to unlock the vehicle. If the student refuses, the District shall contact the student's parents. If the parents also refuse to permit a search of the vehicle, the District may turn the matter over to local law enforcement officials.

USE OF TRAINED
DOGS

The District shall use specially trained non-aggressive dogs to sniff out and alert to the current presence of concealed prohibited items, illicit substances defined in FNC (LEGAL), and alcohol. This program is implemented in response to drug and alcohol use problems in District schools and to maintain a safe school environment conducive to education.

Visits to schools shall be unannounced. The dogs shall be used to sniff the air in vacant classrooms, in vacant common areas, around student lockers, around vehicles parked on school property, and adjacent to school property. The dogs shall not be used with students. If a dog alerts to a locker, a vehicle, or an item in a classroom, school officials may search it. Searches of vehicles shall be conducted as described above.

NOTICE

Students shall be informed of the District's policy on searches as outlined above at the beginning of the school year and shall be specifically notified that:

1. Trained dogs may sniff lockers at any time.
2. Vehicles parked on school property or within the jurisdiction of the school shall be subject to a sniff search at any time.
3. Students and District employees are responsible for anything found in their vehicles.

STUDENTS RIGHTS AND RESPONSIBILITIES
INTERROGATIONS AND SEARCHES

4. Trained dogs may sniff classrooms and other common areas at any time students are not present

If contraband of any kind is found, the student shall be subject to appropriate disciplinary action in accordance with the Student Code of Conduct.

PARENT
NOTIFICATION

The student's parent or guardian or person in lawful control shall be notified if any prohibited articles or materials are found in a student's locker or vehicle parked on school property, or on the student's person as a result of a search conducted in accordance with this policy.

STUDENT DRUG
TESTING

The District has a vital interest in maintaining a safe and healthy environment for all students. The use of illegal drugs poses serious health and safety risks to the user and those associated with the user. The District intends drug testing to serve as a deterrent to the use of illegal drugs and to provide students with a viable reason to resist peer pressure to use illegal drugs and to provide students with a viable reason to resist peer pressure to use illegal drugs.

PURPOSE

By adopting a random drug-testing policy, the District desires to: (1) provide for the health and safety of all students, (2) undermine the effects of peer pressure by providing a legitimate reason for students to refuse to use illegal drugs, (3) deter students from using drugs, (4) prevent injury, illness, or harm to students that may arise as a result of drug use, (5) encourage students who use drugs to participate in drug treatment programs, and (6) educate students regarding the harmful effects of drug use.

STUDENT SUBJECT
TO TESTING

The District requires random drug testing for:

1. Students participating in school-sponsored competitive extracurricular activities, and
2. Students wishing to park their vehicles or property

The District also offers a voluntary drug-testing policy.

COMPETITIVE
EXTRACURRICULAR
ACTIVITIES

All students in grades 5-12 through 12 who participate in school-sponsored competitive extracurricular activities shall be required to under go random drug testing. The following activities are identified as school-sponsored competitive extracurricular activities:

Athletics (Basketball, Baseball, Cross Country, Football, Golf, Power Lifting, Track, Volleyball).

Band (including Color Guard, Twirling, Cheerleading, Choir, Debate, Future Farmers of America (FFA/4H), One Act Play (Drama Club), Robotics, Spanish Club, Student Council, Special Olympics, UIL-Academic and Literary Contests.

Any other school-sponsored activity that includes competition.

**PARKING ON
SCHOOL
PROPERTY**

All students in grades 9 through 12 who receive a permit allowing them to park their vehicles on school property during the school day shall be required to undergo random drug testing.

**VOLUNTEER
TESTING**

With prior written parental consent, students in grades 5 through 12 may participate in the random drug testing program at any time at no cost to the student. Students participating voluntarily shall be included in the same pool for random testing under the same procedures as students participating in the mandatory program. Students may withdraw from the voluntary drug-testing program at any time upon presentation of a completed written withdrawal form signed by the parent or legal guardian. If the student is of legal age (age 18 or older), he or she may withdraw upon completing a withdrawal form. The parent or guardian shall be notified of the student's withdrawal from the voluntary drug-testing program.

Test results for voluntary participants shall be provided directly to parents or guardians by the testing entity. The District shall not be informed of the test results for individual voluntary participants. In addition, the testing entity shall notify parents or guardians when a student refuses or fails to take a scheduled drug test.

**INFORMED
CONSENT FOR
TESTING**

Before a student is eligible to participate in competitive extracurricular activities or receive a parking permit to park on school property, a written parent consent form for random drug testing shall be executed and on file with the designated school official. If the student is of legal age (age 18 or older), he or she must also sign the permission form. Consent forms are valid for the current school year only.

**DISSEMINATION OF
INFORMAION**

The random drug-testing policy shall be distributed to all students in grades 5 through 12 as part of registration at the beginning of each school year. Newly enrolled students shall receive a copy of the policy as they register.

ORIENTATION

Prior to the commencement of drug testing each school year, an orientation session shall be held to explain the drug-testing and review the consent forms. Additionally, students shall receive an educational presentation regarding the harmful effects of drug abuse.

**TESTING
PROCEDURES
FREQUENCY**

Each school year, the Board shall determine the percentage and frequency of students to be tested based on the number of participants. The testing entity shall select the dates for conducting random drug tests. The selection of dates will not follow any recognizable pattern.

**RANDOM
SELECTION OF
STUDENTS**

The District shall provide the testing laboratory with a list of all identified participants. Students shall be chosen for testing by computer-generated random selection conducted by the testing laboratory. The random selection process is intended to eliminate subjective factors from playing a role in the selection of the students to be tested.

**TESTING
STANDARDS**

Testing shall be conducted through accepted scientific means using approved practices and procedures established by the testing laboratory. The testing parameters shall be set at industry standards as defined by the National Institute for Drug Abuse. The testing laboratory shall be certified by the Substance Abuse and Mental Health Services administration (SAMHSA) and have greater than five years experience in toxicology testing and chain-of-custody procedures.

STUDENT RIGHTS
AND RESPONSIBILITIES
INTERROGATIONS
AND SEARCHES

The drug test shall be performed by urinalysis. The specimen shall be analyzed using immunoassay methodology. All presumptive positive results are confirmed by a second test of the same specimen using a gas chromatography/mass spectroscopy methodology.

The testing laboratory may use quantitative results to determine if positive results on repeat testing indicate recent use of illegal drugs or the natural decline of levels of the illegal drug from the body. If the testing laboratory feels the quantitative levels do not reflect current use, then a declining quantity may be reported.

COLLECTION OF A
SAMPLE

Upon the testing entity's arrival at school, the randomly selected students' names will be given to the designated school official, who shall arrange for the students to report to the collection area. The names of selected students shall not be called over the public address system.

Students shall be tested in an isolated facility under the supervision of an official of the same sex who will assist the testing entity representative. Students shall provide a urine sample in a restroom or other private facility in a closed stall. Neither the supervising official nor the testing representative shall directly observe a student providing his or urine sample. Facilities are secured with only one student testing at a time to assure security and confidentiality.

The urine sample shall be collected in a sealed split specimen (parts A&B) collection container provided by the testing entity representative. Students shall provide a urine sample in a restroom or other private facility in a closed stall. Neither the supervision official nor the testing entity representative shall directly observe a student providing his or her urine sample. Facilities are secured with only one student testing at a time to assure security and confidentiality.

A copy of the specimen collection and chain-of-custody procedures used by the testing entity shall be made available to any parent or student upon request.

REFUSAL TO
PROVIDE SAMPLE

Refusal to provide a sample or noncompliance with the testing procedures by any student shall be considered a positive test result and be subject to the appropriate consequences.

SUBSTANCES

The District reserves the right to test for amphetamines, anabolic steroids, barbiturates, cocaine, LSD, marijuana, methadone, opiates, phencyclidine, and alcohol.

CONFIDENTIALITY OF
RESULTS

Student privacy shall be protected in accordance with all applicable laws. Records of test results shall be kept confidential and provided only to parents, administrators, personnel responsible for administering the extracurricular activity, other school officials with a legitimate interest in the information, or as otherwise required by law or overriding health and safety concerns.

Test results are kept separate from other school records. School personnel are only allowed to view the information if they have a legitimate educational interest in the results. Results shall not be shared with law enforcement except as required by law.

MEDICAL REVIEW OFFICER (MRO)

The testing entity shall provide a medical review officer (MRO) for interpreting and verifying test results. The MRO services shall be provided by a licensed physician who is certified by the Medical Review Officer Certification Council or the American Association of Medical Review Officers.

NOTIFICATION

When a student's test result indicates the presence of a prohibited substance, the MRO shall contact the parent or guardian within one school day of receiving a confirmed positive test result.

The MRO shall confer with a parent or guardian and determine if there is a medical explanation for the positive test result. If the medical explanation is verified by the MRO, the test result shall be reported as negative. However, without verification by the MRO, a confirmed positive test result shall be reported to the designated school official within one school day of conferring with the student's parent or guardian.

If the MRO is unable to contact the parent or guardian within one school day, the MRO shall ask the designated school official for help in locating the student's parent or guardian. This request in no way implies a positive test result and only indicates that the MRO has questions for the student's parent or guardian.

Upon receiving notice from the MRO that a student has confirmed positive test result, the designated school official shall contact the student and parent or guardian to discuss the consequences of the positive test result.

RETEST

Students who test positive may request a second test. A request for a retest must be made to the designated school official in writing within 48 hours from the time the parent or guardian was first notified of a positive test result. Once a request for a retest is made, the District's testing laboratory will send bottle "B" of the split specimen directly to the second laboratory for retesting at the parent's or guardian's expense. The parent may select the second laboratory from a list of nationally-certified independent laboratories identified by the District.

The results of the retest shall be used in lieu of the results generated by the District's testing laboratory (i.e., the results of the retest control what consequences, if any will apply under the student drug-testing policy). However, retest results from an unapproved second laboratory will not be considered.

STATISTICAL REPORTING

The District shall receive a quarterly report showing the number of tests performed, the rate of positive and negative test results, and the substances found in the positive urine specimens. The quarterly report shall not include the individual results of an identifiable student. The testing laboratory shall not release any statistics on the rate of positive drug tests to any person, organization, news publication, or media without express written consent of the Board.

RELATIONSHIP TO THE CODE OF CONDUCT	<p>This drug-testing policy does not in any way modify the disciplinary provisions of the District Student Code of Conduct or Chapter 37 of the Texas Education Code. While a positive drug test is not in and of itself proof that a student has violated the Student Code of Conduct, a student shall be subject to the disciplinary consequences under the student code of conduct if a student sells, gives, delivers, possesses, uses, or is under the influence of marijuana, a controlled substance, a dangerous drug, or alcoholic beverage. For more information on the District's disciplinary rules regarding drugs and alcohol, please refer to the District Student Code of Conduct.</p>
CONSEQUENCES	<p>Any student who test positive for a drug in a test conducted under the provisions of this policy will face the following consequences. Offenses are cumulative for the duration of a student's attendance during grades 5 through 12.</p>
FIRST POSITIVE TEST RESULT	<p>As a result of the first positive test result, a conference shall be held between the designated school official, personnel responsible for administering the extracurricular activities identified in this policy and/or shall relinquish all parking privileges for 30 school days following the date of the conference. Following the expiration of the suspension, the student shall be tested at the next two random testing dates.</p> <p>During the period of suspension, the student may not participate in practices or in any performances or competitive activities. In order to have parking and competitive extracurricular activity privileges reinstated, the student shall:</p> <ol style="list-style-type: none">1. Provide documentation of substance abuse counseling from an approved provider during the suspension period at the expense of the parent or guardian; and2. Submit to a new drug test and have a negative test result following the 30 school day suspension.
SECOND POSTIVE TEST RESULT	<p>If a student receives a second positive test result, a conference shall be held between the designated school official, personnel responsible for administering the extracurricular activities identified in this policy and/or shall relinquish all parking privileges for one calendar year. The student shall be tested on the next twelve random testing dates.</p> <p>During the period of suspension, the student may not participate in or in any performances or competitive activities or meetings. In order to have parking and competitive extracurricular activity privileges reinstated, the student shall:</p> <ol style="list-style-type: none">1. Provide documentation that he or she attended and successfully completed 24 hours of substance abuse counseling from an approved provider during the suspension period at the parent's or guardian's expense; and2. Submit to a new drug test and have a negative test result following the one calendar year suspension. <p>Failure to meet these requirements within the specified time lines will result in a continuation of the suspension until the requirements are completed.</p>

(LOCAL)

**THIRD POSITIVE
TEST RESULT**

If a student receives a third positive test result, a conference shall be held between the designated school official, personnel responsible for administering the extracurricular activities the student participates in (if applicable), the student, and the parent or guardian.

The student shall be suspended from participation in all competitive extracurricular activities identified in this policy and/or will relinquish all parking privileges for the remainder of the student's attendance in the District.

The District shall notify the parent/guardian and student of drug abuse prevention resources available in the area.

**END-OF-YEAR
SUSPENSIONS**

A Student serving a suspension that is not completed at the end of the school year shall complete the suspension during the following school year until the entire length of the suspension has been served.

**SUBSTANCE ABUSE
COUNSELING**

The District shall approve certified chemical dependency counselors and any agency certified by the Texas Department of Health or the Texas Department of alcohol and Drug Addiction Services. A list of approved substance abuse counseling providers may be obtained upon request.

**ACADEMICALLY
NONPUNITIVE**

A positive drug test shall not affect the student's grade in any curricular class associated with the extracurricular activities. However, if participation in the extracurricular activities is required for the class or affects the student's grade, the student may be required to satisfy participation requirements in alternative ways. The result of the drug test shall not be documented in the student's academic records.

APPEAL PROCESS

A student or parent may appeal a decision made under this policy in accordance with District policy FNG (LOCAL) governing student and parent complaints. Consequences established in this drug testing policy shall not be deferred pending the completion of the appeal process.

STUDENT RIGHTS AND RESPONSIBILITIES
INTERROGATIONS AND SEARCHES

(EXHIBIT)

The District uses the following exhibits:

- Exhibit A: Student Drug-Testing Consent Form for Minor Student – 1 page
- Exhibit B: Student Drug-Testing Consent Form for Student Age 18 or Older – 1 page
- Exhibit C: Voluntary Student Drug-Testing Consent Form for Minor Student – 1 page
- Exhibit D: Voluntary Staff Drug-Testing Consent Form
- Exhibit E: Confirmation of Drug Counseling – 1 page

STUDENT RIGHTS AND RESPONSIBILITIES
INTERROGATIONS AND SEARCHES

(EXHIBIT)

EXHIBIT E

NATALIA INDEPENDENT SCHOOL DISTRICT
CONFIRMATION OF DRUG COUNSELING

This is to certify that _____ has completed a minimum of _____ clock hours in one or more of the following settings:

Check all that apply:

- A series of individual counseling sessions concerning drug use and abuse;
- A group counseling program providing intervention for drug use;
- A curriculum-based instructional program on drug-use prevention; or

Counselor/Therapist Signature _____ Date _____

Counseling Agency _____

Address _____

Phone _____

Verification may be made as deemed necessary by the designated District official.

EXHIBIT D

NATALIA INDEPENDENT SCHOOL DISTRICT
VOLUNTARY STAFF DRUG-TESTING CONSENT FORM

I, _____, a staff member of the District, have read and understand the District's policy regarding voluntary random staff drug testing. I wish to participate in the District's voluntary drug-testing program.

I understand that my participation in the program is strictly voluntary, and that I may withdraw from participation in the program at any time.

I understand that I will be asked to provide a urine sample for drug analysis, and I consent to such testing conducted as part of the District's drug-testing policy.

I understand if I have has a positive test I will be contacted by the drug-testing company.

I also understand that I cannot be compelled to produce a specimen. I understand that if a specimen is given upon request, it will be tested for drugs.

I hereby agree to give a specimen as part of the District's voluntary random staff drug-testing program.

Since I voluntarily entered the District' drug-testing program, I will be notified before the test and can withdraw from the program at that time.

Staff Signature _____ Date _____

STUDENT RIGHTS AND RESPONSIBILITIES
INTERROGATIONS AND SEARCHES

(EXHIBIT)

EXHIBIT C

NATALIA INDEPENDENT SCHOOL DISTRICT
VOLUNTARY STUDENT DRUG-TESTING CONSENT FORM FOR MINOR CHILD

I, _____, as a parent or guardian of _____, have read and understand the District's policy regarding voluntary random student drug testing. Because my child did not receive a parking permit allowing him/her to park his/her vehicle on school property during the school day and is not participating in any competitive extracurricular activities, my child is not subject to mandatory random drug testing. However, I wish for my child to participate in the District's voluntary drug-testing program.

I understand that my child's participation in the program is strictly voluntary, and that I may withdraw my child from participation in the program at any time.

I understand that my child will be asked to provide a urine sample for drug analysis, and I consent to such testing conducted as part of the District's drug-testing policy.

I understand if my child has a positive test I will be contacted by the drug-testing company.

I also understand that my child cannot be compelled to produce a specimen. I understand that if a specimen is given upon request, it will be tested for drugs.

I hereby agree to my child giving a specimen as part of the District's voluntary random staff drug-testing program.

If my child voluntarily entered the Districts' drug-testing program, I will be notified if my child withdraws from the program.

Parent/Guardian Signature _____ Date _____

Student Signature _____ Date _____

STUDENT RIGHTS AND RESPONSIBILITIES
INTERROGATIONS AND SEARCHES

(EXHIBIT)

EXHIBIT B

NATALIA INDEPENDENT SCHOOL DISTRICT
STUDENT DRUG-TESTING CONSENT FROM FOR STUDENT AGE 18 OR OLDER

I, _____, a student aged 18 or older enrolled in the District and participating in school-sponsored competitive extracurricular activities and/or receiving a parking permit allowing me to park my vehicle on school property during the school day, have read and understand the district's policy regarding random student drug testing.

I understand that I will be asked to provide a urine sample for drug analysis, and I consent to such testing conducted as part of the District's drug-testing policy.

I also understand that while I cannot be compelled to produce a specimen, the giving of a specimen when requested by the District is a condition of my continued participation in the identified competitive extracurricular activities and/or the privilege of parking my vehicle on school property during the school day. I understand that if a test of my specimen reveals an unexplained presence of a drug, the District may take action against me up to and including termination of participation in extracurricular activities and/or the revocation of parking privileges, as applicable.

I authorize the officers, employees, and agents of the District to communicate and share information with each other regarding my drug test results, both orally and in writing. The District may also communicate such results at any administrative proceeding regarding my drug test.

Student Signature _____ Date _____

Parent Acknowledgment

As the parent or guardian of _____, I have read and understand the District's policy regarding random student drug testing. I consent to such testing conducted as part of the District's drug-testing policy. I understand that if a test of my child's specimen reveals an unexplained presence of a drug, the District may take action against my child up to and including termination of participation in extracurricular activities and/or the revocation of parking privileges, as applicable.

Parent/Guardian Signature _____ Date _____

EXHIBIT A

NATALIA INDEPENDENT SCHOOL DISTRICT
STUDENT DRUG TESTING CONSENT FORM FOR A MINOR STUDENT

I, _____, as parent or guardian
of _____, a minor student enrolled in the District, have
read and understand the District's policy regarding random student drug testing.

Because my child participates in competitive extracurricular activities and/or receives a parking permit allowing him or her to park his or her vehicle on school property during the school day, I understand that my child will be asked to provide a urine sample for drug analysis. I consent to such testing conducted as part of the District's drug-testing policy.

I also understand that while my child cannot be compelled to produce a specimen, the giving of a specimen when requested by the District is a condition of my child's continued privilege of participating in competitive extracurricular activities and/or parking on school property during the school day.

I understand that if a test of my child's specimen reveals an unexplained presence of drug, the District may take action against my child up to and including termination of parking privileges and the privilege of participating in competitive extracurricular activities. I understand that refusal to submit to a test will have the same consequence as if my child had tested positive.

I authorize the officers, employees, and agents of the District to communicate and share information with each other regarding my child's drug test results, both orally and in writing. The District may also communicate such results at any administrative proceeding regarding my child's drug test.

Parent/Guardian Signature _____ Date _____

Student Signature _____ Date _____

EMPLOYEE STANDARDS OF CONDUCT
SEARCHES AND ALCOHOL/DRUG TESTING

REASONABLE
SUSPICION
SEARCHES

The District reserves the right to conduct searches when the District has reasonable cause to believe that a search will uncover evidence of work-related misconduct. The District may search the employee, the employee's personal items, work areas, lockers, and private vehicles parked on District premises or work sites used in District business.

Note: The following provisions apply to employees who are covered by the federal Department of Transportation (DOT) rules.

DEPARTMENT OF
TRANSPORTATION
TESTING PROGRAM

The District shall establish an alcohol and controlled substances testing program to help prevent accidents and injuries resulting from the misuse of alcohol and controlled substances by the drivers of commercial motor vehicles, including school buses. The primary purpose of the testing program is to prevent impaired employees from performing safety-sensitive functions.

DRUG-RELATED
VIOLATIONS

The following constitutes drug-related violations:

1. Refusing to submit to a required test for alcohol or controlled substances.
2. Providing an adulterated, diluted, or a substituted specimen on an alcohol or drug test.
3. Testing positive for alcohol, at a concentration of 0.02 or above, in a post accident test.
4. Testing positive for controlled substances in a post accident test.
5. Testing positive for alcohol, at a concentration of 0.02 or above, in a random test.
6. Testing positive for controlled substances in a random test.
7. Testing positive for alcohol, at a concentration of 0.02 or above, in a reasonable suspicion test.
8. Testing positive for controlled substances in a reasonable suspicion test.

The Superintendent shall designate a District official who shall be responsible for ensuring that information is disseminated to employees regarding prohibited driver conduct, alcohol and controlled substances tests, and the consequences that follow positive test results.

EMPLOYEE STANDARDS OF CONDUCT
SEARCHES AND ALCOHOL/DRUG TESTING

CONSORTIUM

With specific Board approval, the Superintendent may contract on behalf of the District with outside consultants and contractors and work with a consortium of other local governments to secure the testing services, educational materials, and other component elements needed for this program.

Under such contract, the consortium shall be responsible for implementing, directing, administering, and managing the alcohol and controlled substances program within the U.S. Department of Transportation guidelines. The consortium shall serve as the principal contact with the laboratory and for collection activities in assuring the effective operation of the testing portion of the program.

REASONABLE
SUSPICION
TESTING

Only supervisors specifically trained in accordance with federal regulations may, based upon reasonable suspicion, remove a driver from a safety-sensitive position and require testing for alcohol and/or controlled substances. The determination of reasonable suspicion shall be based on specific observations of the appearance, behavior, speech, or body odors of the driver whose motor ability, emotional equilibrium, or mental acuity seems to be impaired. Such observations must take place just preceding, during, or just after the period of the workday that the driver is on duty.

The observations may include indication of the chronic and withdrawal effects of controlled substances. Within 24 hours of the observed behavior, the supervisor shall provide a signed, written record documenting the observations leading to controlled substance reasonable suspicion test.

CONSEQUENCES
OF POSITIVE TEST
RESULTS

In addition to the consequences established by federal law, a District employee confirmed to have violated the District's policy pertaining to alcohol or controlled substances shall be subject to District-imposed discipline, as determined by his or her supervisor(s) and the Superintendent. Such discipline may include any appropriate action from suspension without pay during the period of removal from safety-sensitive functions, up to and including termination of employment. [See DF series]

In cases where a driver is also employed in a non driving capacity by the District, disciplinary action imposed for violation of alcohol and controlled substances policies shall apply to the employee's functions and duties that involve driving. Additionally, upon recommendation of the employee's supervisor, disciplinary measures up to and including termination of employment with the District may be considered.

EMPLOYEE STANDARD OF CONDUCT
SEARCHES AND ALCOHOL/DRUG TESTING

NON-SUSPICION
VOLUNTARY RANDOM
STAFF DRUG
TESTING

Natalia ISD has adopted a voluntary random drug testing program. The District wants to maintain a safe and healthy environment for the students by making sure that Staff are models for good health.

Purpose:

1. Provide a safe environment for students.
2. Know that staff employed by the District are free from illegal drug use and are alcohol free.
3. Decrease the liabilities in the workplace
4. Positive example to students by modeling a drug-free and alcohol-free life.

Voluntary status:

At the beginning of each school year, staff may sign a voluntary staff drug testing consent form that enable them to be placed in the pool for random drug testing. Please see FNF Local for explanation of testing procedures.

Consequences: If a positive test comes up. The staff member will be required to attend counseling sessions for at least 30 days. They will be removed from the District vehicle driving list. They would then be subjected to a second test. On the second positive test, counseling will still be mandatory plus a written reprimand. They are required to take a test after 30 days. If the third test comes out positive, a conference will be required at a school board meeting in executive session with the School Board and the Superintendent to discuss the issues and future employment. Testing series restarts at the beginning of each school year.