

DRUG POLICY FOR STUDENTS PARTICIPATING IN EXTRACURRICULAR ACTIVITIES AND FOR STUDENT ATHLETES

I. POLICY STATEMENT

The Tallassee City Board of Education values students and their participation in athletics and other extracurricular activities. These students, as role models for other students, are keys to our goal of providing the best possible education program for all students. To achieve our goal and to maximize the skills and talents of our students, it is important that every student, and each employee, of our school system understand the dangers of tobacco use, drug, and alcohol abuse.

This statement clarifies our position on student tobacco, drug, and alcohol use as it pertains to extracurricular participation. For the purposes of this policy, Appendix A lists the extracurricular organizations that are subject to this policy and the drug testing program. This includes students in Grades 7 through 12. Participation in extracurricular activities is a privilege that can be taken away for failure to comply with this policy. The Board reserves the right to depart from this policy where it deems appropriate except where departure is specifically prohibited by law. Any extracurricular students who violate the *Code of Conduct* involving tobacco, alcohol, or drugs are also subject to this policy. The Board reserves the right to change the guidelines contained within this policy at any time. Students subject to this policy will be informed of any changes.

II. POLICY OBJECTIVES

1. To create and maintain a safe, drug-free environment for all students participating in extracurricular activities and students that drive on campus.
1. To deter drug, tobacco, and alcohol use among students participating in extracurricular activities.
1. To encourage any extracurricular activity student with a dependence on, or addiction to, tobacco, alcohol or other drugs to seek help in overcoming the problem.
1. To reduce the likelihood of incidents of accidental personal injury and/or damage to students or property.
1. To minimize the likelihood that school property will be used for illicit drug activities.
1. To protect the reputation of the school system and its students.

Substance abuse is a serious threat to the school system, its students, visitors, and employees. It is the belief of the Board that the benefits derived from the policy outweigh the potential inconvenience to students who participate in extracurricular activities. The

Board earnestly solicits the understanding and cooperation of all school staff, students, and parents, especially those involved with extracurricular activities, in implementing this policy.

The Board expects all extracurricular students to remain tobacco, alcohol, and drug free, and it reserves the right to require all students who participate in extracurricular activities to submit to drug tests in order to assure these expectations and in order to maintain safety and security.

The Board acknowledges and understands that there are students involved in extracurricular activities who have legitimate medical conditions and who possess legitimate prescriptions for those conditions. Should a student test positive for a prescription drug for which he/she possesses a valid prescription in his/her name, the parent or guardian of that student will have an opportunity to give the Medical Review Officer (MRO) a copy of that prescription. The opportunity to provide the prescription will come after the positive urine test result has been released to the Board's Medical Review Officer (MRO), but before that information is released to the Board's Drug Testing Coordinator (DTC) who will be a representative of the Tallassee City School System. A student taking over-the-counter or prescription drugs for which there is a valid prescription in the student's name will not be penalized for producing a positive test result if that positive result is for the prescription drug only (see Item V., C.).

III. ENFORCEMENT

The Board has developed its student testing program to follow, as appropriate, the process of 49 CFR Part 40 and the Omnibus Transportation Employee Testing Act of 1991. The Board encourages, and may require, its employees to be trained in tobacco, alcohol, and drug usage recognition skills.

Pursuant to Board policy and regulations, students who participate in extracurricular activities, with appropriate student and/or parental consent, may be tested prior to beginning a seasonal activity, during the season of the activity, or on any random schedule without advance notice. Failure to provide student and/or parental consent when that consent is requested will result in a student's suspension from the activity or activities and will render a student ineligible from any activity for the duration of the school year.

When Board officials (school employees) have reasonable suspicion to believe a student participating in extracurricular activities has violated its drug policy, they may require the student to undergo drug testing. Failure to submit to testing will result in suspension from the activity or activities and will render a student ineligible for the duration of a school year. This failure to comply with the drug policy will render the student ineligible for the activity or activities in which he/she is currently participating and from any other activity or activities for the duration of the school year. (See Appendix A for a list of included activities.)

A student who has tested positive for tobacco, alcohol, and/or other drugs and who has had the positive test result confirmed by the Board's Medical Review Officer (MRO) will be governed by the consequences outlined in this policy. The student's, parent's or guardian's refusal to cooperate with the Board, with Board representatives, and/or with medical personnel during the course of collecting the clean and unadulterated sample, reporting information about the sample, or enforcing the penalties and required counseling associated with a positive sample shall result in immediate suspension from the sport or activity for the duration of the school year.

No student athlete testing positive, refusing to test, refusing to cooperate with testing or being in violation of this policy will be penalized academically. Information, including testing positive, will not be released to criminal or juvenile authorities unless under compulsion by valid state or federal laws.

IV. CONSEQUENCES OF POSITIVE DRUG TEST

Consequences for a positive drug test are as follows:

First Occurrence of Positive Test Results

- 1. The student, student's parents, legal guardians or custodial adult, the principal, the person responsible for counseling, and the sponsor or coach shall be notified of the positive test by the Tallassee City Board's Drug Testing Coordinator (DTC).**
- 2. Within 72 hours of notification of test results, the student's parents or legal guardians may request a re-test of a portion of the original sample taken from the student. (The original test splits the original urine sample into two portions. One of the portions is sent to the lab. It is this second portion, collected at the time of the initial portion, that a parent may request be re-tested.) Any such re-test shall be at the lab approved by the Board. The parent or guardian requesting a re-test shall pay the cost for any such re-test in advance. If the re-test produces a negative result, the parent or guardian will be reimbursed by the Board; and the student will be allowed to return to participation without penalty.**
- 3. The penalty for a positive test result has three parts. All three parts must be satisfied before a student can return to participation.**
 - A. The student must enter the counseling program prescribed by the board and must be released from that counseling program or receive verification from the counselor that he/she is actively participating in that counseling program before he/she can resume any sport or activity.**
 - B. The student must re-test negative before he/she can resume any sport or activity. The MRO and the DTC will release the student once results have been confirmed.**
 - C. The student must complete a term of suspension. The student will be suspended from all extracurricular activities in which he/she is currently participating for approximately**

25% of the total regular season's activities or for a six week period beginning no earlier than the opening game/performance for that sport or activity and beginning with the game/performance that follows the notification from the DTC. Specific suspension periods for various extra-curricular activities are set out in Appendix "A". In cases not specifically addressed by Appendix "A" (such as when an extra-curricular activity is not specifically listed or when a suspension period stretches over two or more extra-curricular activity periods) the principal of the school the student attends shall impose the exact period of suspension in accordance with the spirit and general guidelines of these rules.

If the student participates in more than one sport or activity and both or all are in season at the time of the positive test and notification from the DTC, then that student will be suspended from both activities or all activities for the prescribed term.

If the student is not participating in any in-season sport or activity, he/she will serve a suspension no earlier than the opening game/performance of the next season in which he/she participates, however, the counseling portion (2A above) of that student's penalty and the re-testing portion (2B above) of that student's penalty will begin immediately.

If a student who is penalized from an activity serves a portion of his/her penalty within one sport or activity but then reaches the end of all games, meetings, performances within that sport or activity, that student will roll over whatever percentage of his/her penalty remains into his/her next in-season sport or activity.

If a student who is penalized from a sport or activity serves a portion of his/her penalty within that sport or activity but then reaches the end of all games, meetings, performances within that sport or activity and does not belong to any other sport or activity through which he/she may complete the penalty, that student's remaining penalty will roll over to the first in-season activity or sport in which he/she participates in the next school year.

The counseling portion of that student's remaining penalty and the re-testing portion of that student's penalty will begin immediately.

4. Once a student has tested positive, his/her name will be removed from the random pool of names and placed on a list of students who will be subject to testing every time drug testing is conducted for one calendar year.

Second Occurrence of Positive Test Results

- 1. The student, student's parents, legal guardians or custodial adult, the principal, the person responsible for counseling, and the sponsor or coach shall be notified of the positive test by the Tallahassee City Board's Drug Testing Coordinator (DTC).**
- 1. Within 72 hours of notification of test results, the student's parents or legal guardians may request a re-test of a portion of the original sample taken from the student. (The original test splits the original urine sample into two portions. One of the portions is sent to the lab. It is this second portion, collected at the time of the**

initial portion, that a parent may request be re-tested.) Any such re-test shall be at the lab approved by the Board. The parent or guardian requesting a re-test shall pay the cost for any such re-test in advance. If the re-test produces a negative result, the parent or guardian will be reimbursed by the Board; and the student will be allowed to return to participation without penalty if the result is negative.

- 1. The penalty for a positive test result has three parts. All three parts must be satisfied before a student can return to participation.**

A. The student must enter the counseling program prescribed by the Board and must be released from that counseling program or receive verification from the counselor that he/she is actively participating in that counseling program before he/she can resume any sport or activity.

B. The student must re-test negative before he/she can resume any sport or activity. The MRO and the DTC will release the student once results have been confirmed.

C. The student must complete a term of suspension. The student will be suspended from all extracurricular activities in which he/she is currently participating for approximately 50% of the total regular season's activities or for a six week period beginning no earlier than the opening game/performance for that sport or activity and beginning with the game/performance that follows the notification from the DTC. Specific suspension periods for various extra-curricular activities are set out in Appendix "A". In cases not specifically addressed by Appendix "A" (such as when an extra-curricular activity is not specifically listed or when a suspension period stretches over two or more extra-curricular activity periods) the principal of the school the student attends shall impose the exact period of suspension in accordance with the spirit and general guidelines of these rules.

If the student participates in more than one sport or activity and both or all are in season at the time of the positive test and notification from the DTC, then that student will be suspended from both activities or all activities for the prescribed term.

If the student is not participating in any in-season sport or activity, he/she will serve a suspension no earlier than the opening game/performance of the next season in which he/she participates, however, the counseling portion (2A above) of that student's penalty and the re-testing portion (2B above) of that student's penalty will begin immediately.

If a student who is penalized from an activity serves a portion of his/her penalty within one sport or activity but then reaches the end of all games, meetings, performances within that sport or activity, then that student will roll over whatever percentage of his/her penalty remains into his/her next in-season sport or activity.

If a student who is penalized from a sport or activity serves a portion of his/her penalty within that sport or activity but then reaches the end of all games, meetings, performances within that sport or activity and does not belong to any other sport or activity through

which he/she may complete the penalty, that student's remaining penalty will roll over to the first in-season activity or sport in which he/she participates in the next school year.

The counseling portion of that student's penalty and the re-testing portion of that student's penalty will begin immediately.

- 1. Once a student has tested positive, his/her name will be removed from the random pool of names and placed on a list of students who will be subject to testing every time drug testing is conducted for one calendar year.**

Third Occurrence of Positive Test Results

- 1. The student, student's parents, legal guardians or custodial adult, the principal, the person responsible for counseling, and the sponsor or coach shall be notified of the positive test by the Tallassee City Board's Drug Testing Coordinator (DTC).**
- 1. Within 72 hours of notification of test results, the student's parents or legal guardians may request a re-test of a portion of the original sample taken from the student. The original test splits the original urine sample into two portions. (One of the portions is sent to the lab. It is this second portion, collected at the time of the initial portion, that a parent may request be re-tested.) Any such re-test shall be at the lab approved by the Board. The parent or guardian requesting a re-test shall pay the cost for any such re-test in advance. If the re-test produces a negative result, the parent or guardian will be reimbursed by the Board; and the student will be allowed to return to participation without penalty.**
- 1. The penalty for a third positive occurrence has three parts. All three parts must be satisfied before a student can return to his/her sport or extracurricular activity.**

A. The student must enter the counseling program prescribed by the Board and must be released from that counseling program or receive verification from the counselor that he/she is actively participating in that counseling program before he/she can resume any sport or activity.

B. The student must re-test negative before he/she can resume any sport or activity. The MRO and DTC will release the student once results have been confirmed.

C. The student must complete a term of suspension. The student will be suspended from all extracurricular activities for one calendar year from the date of notification by the DTC of the third positive test.

4. Once a student has tested positive, his/her name will be removed from the random pool of names and placed on a list of students who will be subject to testing every time drug testing is conducted for the duration of his/her participation in extracurricular activities within the Tallassee City School System.

If a student is completing his/her one year suspension and again tests positive, he/she will be removed from extracurricular activities for the remainder of his/her school years within the Tallassee City System. Counseling, however, will remain available to the student even when he/she is no longer a participant in extracurricular activities.

If a student has completed his/her one year suspension and is again a participant and again tests positive, he/she will begin at the First Occurrence penalty; however, the student will be subject to testing as prescribed in Number 4 immediately above.

All information, interviews, reports, statements, memoranda, and test results, whether written or otherwise, received by the Board through its drug, alcohol, and tobacco testing program are confidential communications and may not be disclosed, obtained in discovery, or otherwise disclosed in any public or private proceedings except in the following or FERPA procedures.

A. As directed by the specific, written consent of the parent/guardian authorizing release of the information to an identified person.

B. To a decision-maker in a lawsuit, grievance, or other proceeding initiated by or on behalf of the participating student.

C. Information, including testing positive, will not be released to criminal or juvenile authorities unless the Board is compelled to do so under valid state or federal laws.

The penalties for First, Second, and Third Occurrences constitute a Board mandated minimum punishment. Coaches and Sponsors may not violate this policy by refusing to enforce its minimum penalties.