

## ALCOHOL/DRUG /TOBACCO RULE

1. **Specific Rule.** Students shall not be involved with alcohol, tobacco, or illegal drugs. A student shall not, regardless of quantity, use, consume or be in possession of alcohol, tobacco, or controlled substance. Students shall not buy, sell, or give away any alcohol, tobacco product, controlled or look-alike substance. Any student who is knowingly and willingly in the presence of alcohol, tobacco, or a controlled substance being illegally consumed may be subject to prosecution by the legal system and, if convicted, will be found in violation of this rule.
2. The rule applies to the entire calendar year from the opening of fall sports practice to the start of fall practice the next year.
3. It is not a violation for a student to be in possession or use a controlled substance specifically prescribed for the student by his or her doctor, but these prescriptions must be taken through the school nurse or other designated school official.
4. Consequences shall be cumulative for grades 6-12 regardless of attendance center.
5. Confirmed violations of this rule during the summer months will go on the student's record as an infraction. A summertime infraction will automatically place the student at the next level of consequences for any future violation.
6. **Procedure Prior to Suspension.** In the event this policy is violated and a student is to be suspended from an activity, the procedure below will be followed:
  1. The student will be notified immediately of the alleged rule violation.
  2. The student shall meet with school officials. Parents of the student will be notified and invited to attend the meeting.
  3. During the meeting, school officials will summarize details of the incident and inform the student and parents of the action to be taken. The student will have an opportunity to present information related to the incident. The student and parents will be afforded the opportunity to make statements and request explanations pertaining to the incident.
  4. The principal shall issue a decision regarding suspension from activities. This decision shall be final and binding on all parties.
7. **Consequences for Violation of Rule.** Upon confirmation of the rule violation, the student shall be suspended from all school activities for a specified number of calendar days beginning with the date of confirmation. Students involved in a school activity may be required to participate in or attend all practice sessions during the time of suspension. They may also be required to attend their scheduled activity.
8. The student may be required to participate in a professional evaluation endorsed by the school. Any costs involved with the evaluation or recommended follow-through program shall be at the parent's expense. The evaluation must be completed within 30 days of a confirmed violation. Failure to complete the evaluation within 30 days shall be deemed a choice to not participate in an evaluation and result in suspension from activities as stated hereafter. Following the evaluation, the student and/or parents shall provide the school with recommendations made by the evaluation professional. The student must follow through with recommendations resulting from the evaluation. Any future violation will require the student and/or parents to provide evidence that recommendation from the

evaluation have been fulfilled. Failure to follow through with the recommendations could result in additional consequences that may include suspension or expulsion from the school.

- 9. First Violation.** A twenty (20) day suspension from activities will be enforced. For the first violation only, students will have a one time "self-report option." If the student self-reports the incident to a member of the Central Catholic administration, faculty or staff within three days of the violation, the suspension will be reduced to ten (10) days. If the student chooses not to participate in a required evaluation outlined above in section **8**, a forty-five (45) day suspension from activities will be enforced.
- 10. Second Violation.** A forty (40) day suspension from school activities will be enforced and the student will be required to participate in a professional evaluation endorsed by the school. If the student chooses not to participate in a required evaluation outlined above in section **10**, a ninety (90) day suspension from activities will be enforced.
- 11. Third Violation.** An eighty (80) day suspension from school activities will be enforced. If the student chooses not to participate in a required evaluation outlined above in section **8**, a one-hundred-eighty (180) day suspension from activities will be enforced. A third violation may lead to dismissal from GICC.
- 12. Additional Consequence.** In addition to the consequences outlined in the rule, any student found to be in possession of, using or under the influence of alcohol or other illegal drugs while at school, on school property or at an activity in which Central Catholic is participating, will serve a minimum of a 5-day out-of-school suspension.

***Additional Consequence.** Coaches and activity sponsors shall have the authority to impose additional consequences on students involved in their program who violate the alcohol/drug/tobacco rule. This authority is provided so that coaches and activity sponsors can maintain the standards they establish for their program, including those pertaining to student conduct. Coaches and activity sponsors may impose additional consequences as follows: ten (10) additional days suspension from the activity for the first violation; twenty (20) additional days suspension from the activity for the second violation; and forty (40) additional days suspension from the activity for the third violation.*

## **STUDENT HEALTH, WELLNESS, AND MANDATORY DRUG TESTING POLICY**

In order to promote the spiritual, emotional, mental, and physical potential as instruments of service to others, Grand Island Central Catholic Schools has established a policy to help provide a drug-free educational environment for students. To this end, GICC accepts its responsibilities to:

- Educate students, parents, and the community about the risks and consequences of the use of alcohol, tobacco, and other drugs (including performance enhancing drugs)
- Encourage students to live in accordance with the laws of our city, state, and nation concerning the use of these substances. This includes continued establishment and enforcement of related school rules for all students
- Help students develop the life skills that will better prepare them to handle the prevailing social and cultural pressures
- Guide students toward help as needed for chemical dependency. Information received from students and/or parents who voluntarily seek help from school authorities concerning the student's use of controlled substance before being found to be using or possessing such substances will be maintained in confidence and will not serve as a basis for disciplinary actions. However, this does not provide immunity for disciplinary action should evidence emerge under ALCOHOL/DRUG /TOBACCO POLICY. Additionally, immunity is not granted to students who continue to use, possess, or distribute controlled substances. In order to help the family and school to achieve these objectives, the student may be required to complete a chemical dependency evaluation and drug test at the expense of the student's parents or guardians through an agency approved by the school with the results reported to the school.
- Through the school counselor or the administration, parents or guardians may request that the school administer a substance test for their child at their expense. This request should be provided in writing. The results of any requested test are subject to the consequences that follow in this policy. The counselor and/or the administration will also provide guidance on how parents may test their student without the school being involved.

Developmental issues, on occasion, impede adolescents from making sound decisions. Given this reality in the lives of the adolescents in our care, we have employed a two-part policy concerning the use of drugs and alcohol by our students. The first component fosters a community of drug and alcohol free students who are well on their way to understanding how to make appropriate decisions concerning the use and abuse of drugs and alcohol. The second component is designed to intervene in the life of a student who chooses to bring drugs or alcohol onto campus or chooses to be in possession or under the influence of drugs or alcohol off campus.

Responsible alcohol use is a privilege, not a right, and the privilege to consume alcohol begins at age 21. Use of illicit drugs is never acceptable. Drug and alcohol use is not part of "normal adolescent development." Adolescents do not have a right to engage in drug or alcohol use. Possession of drugs or a minor's possession of alcohol is illegal, can lead to legal problems, and will have an impact on developmental and academic progress. Studies have repeatedly shown that the longer individuals wait to use alcohol or experiment with drugs, the greater the chances

that they will not have problems with alcohol or drugs. Further, studies have shown that alcohol is the true gateway drug.

Co-curricular activities are a vital dimension of a total GICC education, a positive learning experience that can enhance achievement of personal potential through adherence to a lifestyle dedicated to integrity, self-discipline, and competition. In addition, selection for a school-sponsored team, organization, or club is both a privilege and an honor, and as such carries responsibilities commensurate with leadership roles. As leaders and more highly visible representatives of GICC, students in co-curricular activities have an increased obligation to represent themselves and their school in an exemplary manner. Therefore, some consequences apply specifically to participation in co-curricular activities.

### **Drug and Alcohol Policy: Health and Wellness Program**

Grand Island Central Catholic Schools strives to be a community where our students are empowered to make responsible choices to avoid alcohol and drugs. Our goal in this regard is a drug and alcohol free student body. To this end, all students at Grand Island Central Catholic Schools are subject to mandatory random drug and alcohol testing. The alcohol test will provide evidence of regular patterns of drinking including binge drinking. The information gathered will be shared with parents and will be used to help the students make positive choices. It is our hope that students who test positive will get the help necessary to return to good health.

#### *Process of the Health and Wellness Program:*

While our hope is that our students will be making healthy choices concerning drugs and alcohol, we understand some may not. Below is an outline of the process used in GICC's program.

- On a regular and ongoing basis, Grand Island Central Catholic Schools will randomly choose students to submit to drug and alcohol testing. GICC will use urinalysis to determine use of drugs or alcohol. The school has employed the services of Western Pathology Consultants Inc. (WPCI) as the Drug Program Administrator (DPA), a drug/alcohol testing company, to randomly select students to be tested and provide the results of the urinalysis. Testing will begin in January of 2017 and will continue throughout the school year and resume each fall at the start of the school year and continue throughout the school year.
- The DPA shall randomly select the students subject to drug testing from the master list. The DPA will maintain and follow generally accepted industry standards for collecting, maintaining, shipping, and accessing all specimens. The DPA will seek to obtain the sample in a manner designed to ensure accurate testing protocols while minimizing intrusion into a student's privacy. The DPA and the school district will provide a copy of the collection procedures upon request.
- Each student, grades 8-12, shall be given a copy of this policy. This policy may also be included in the student handbook.
- The Drug Testing Coordinator (DTC) will be superintendent, principal or designee.
- The Drug Testing Coordinator will designate the collection site at which student will provide specimens. The collection site may be off the premises of the school district.

- Students may be randomly tested for any drugs, including but not limited to alcohol, amphetamines, marijuana or cannabinoids, cocaine, methadone, methaqualone, propoxyphene, hallucinogens, opiates, phencyclidine, synthetic opiates and PCP, steroids, barbiturates, benzodiazepines, alcohol, and any prescription drug that was obtained without proper authorization.
- A 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 be deemed to have submitted a positive test which may be grounds for dismissal from school.
- All non-negative samples will be sent to WPCI for analysis and the results will be sent to the GICC administration.
- For those students whose results are negative for drugs or alcohol, the administration will send a “Letter of Negative Status” home to parents with the date of testing indicated.
- The DPA shall notify the student and the Drug Testing Coordinator of any positive test after the initial screening. The school representative shall notify the student’s parents. The DPA will use a secure method to transmit all positive test results to the DPA’s Medical Review Officer (MRO). The MRO will be certified by an MRO accreditation body. The MRO will be responsible for reviewing test results and determining whether the use of a substance identified by the sample analysis is from illicit use or a legitimate medical use. Prior to making a final decision, the MRO or his or her assistant shall contact the student and his or her parent(s)/guardian(s) to discuss the result either face-to-face or over the telephone. If the MRO determines the test results are negative, no further action shall be taken against the student. The MRO will report results of verified positives to the DPA. The DPA shall then notify the Drug Testing Coordinator of the positive test result. The Drug Testing Coordinator shall notify the student and his or her parent(s)/guardian(s) and any staff members responsible for implementing the consequences of this policy.
- Request for a 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 evidential breath testing (EBT) device. A student’s parent(s)/guardian(s) may request that the split specimen be tested 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 (with a copy sent to the Drug Testing Coordinator) within 72 hours of being notified of the final testing result. The student and his or her parent(s)/guardian(s) must pay the associated costs in advance for this additional test. The costs will be reimbursed if the result of the split sample test is negative. The student will remain subject to the consequences of this policy during the retesting procedure.
- The school district will rely solely upon the opinion of the MRO to determine whether the positive test result was the result of the consumption of a drug. There shall be no appeal of the test result to any school administrator or the board of education.
- All results of drug testing shall be confidential. Procedures for maintaining confidentiality will be developed by the school district and the testing organization. The Drug Testing Coordinator shall maintain records of positive tests in a secure location. This information will not be available to anyone other than appropriate school personnel and parents. This information will be destroyed upon the student’s graduation or one year after the student’s class graduates. Under no circumstances will this information become a part of the student’s permanent file, nor will it be sent to another school when

the student moves to another district or transfers to another school. The school district will not share drug testing results with any law enforcement agencies.

- For those students whose results are positive for drugs or alcohol, the guidance counselor will request an immediate meeting with the student and parent(s)/guardian(s) and the following will apply.

*A. First Positive:*

Students whose test results yield a positive for some drug and/or alcohol use will do the following:

1. The guidance counselor and/or administration will request a meeting with the student and at least one parent/guardian.
2. Students and parent(s)/guardian(s) will be given the information gleaned from the urinalysis by the guidance counselor. **As this is a Health and Wellness program, there will be no academic disciplinary consequences at this time.** The purpose of the meeting is to assist the family in seeking any necessary help and interventions. The first positive of a random test is considered a guidance conversation with the student and parent(s)/guardian(s). However, a positive result will be reported to the administration regarding co-curricular activity suspensions/consequences pursuant to the ALCOHOL/DRUG/TOBACCO POLICY.
3. The counselor will provide names of approved drug and alcohol agencies for a chemical dependency evaluation. This list is provided as a courtesy and GICC does not endorse one therapist or program over another. GICC will encourage the student to submit to an evaluation, but will not require it.
4. Students with a “First Positive” result will be tested again after 20 calendar days from the previous test at the expense of the student’s parent(s)/guardian(s). Payment for this test must be made in advance and within ten days following the meeting between the counselor, student and parent(s)/guardian(s).
  - a. If the First Positive 20 day re-test results are negative, the student will be placed back in the random pool of test participants. Any future positive test result will be regarded as a second positive.
  - b. If the First Positive 20 day re-test results are positive, the student will be placed in the “Second Positive” category.
5. All testing required after the initial random test will be charged to the student’s parent(s)/guardian(s).

*B. Second Positive:*

If, after the First Positive, the test results are again positive for drug or alcohol use, it will be considered a “Second Positive.”

1. Upon notification of the Second Positive, the Administration will evaluate the disciplinary record of the student and may assign disciplinary consequences up to and including dismissal from school.
2. If permitted to continue at GICC, the Second Positive result will require the student to complete a chemical dependency screening at an agency approved by our Guidance Department and follow any recommendations of the chemical dependency evaluation within six weeks of being informed of the positive test result.

- a. A Second Positive result will be reported to the administration regarding co-curricular activity suspensions/consequences pursuant to the ALCOHOL/DRUG/TOBACCO POLICY. The student will be ineligible for public representation, outside competition and leadership in all activities until he/she tests negative after 40 days.
  - b. If the reinstated student wishes to participate in an activity after its initial starting date, the administration and the coaching/moderating staff will determine whether the student will be permitted to participate.
3. Failure to follow the recommendations of the chemical dependency evaluation may jeopardize a student's continued matriculation at GICC.
4. Students with a Second Positive will be tested again after 40 calendar days from the previous test at the expense of the student's parent(s)/guardian(s). Payment for this test must be made in advance and within ten days following notification of the student's status by the Administration.
  - a. If the Second Positive 40 day re-test results are negative, the student will be placed back in the random pool of test participants.
  - b. If the Second Positive 40 day re-test results are positive, the student will be placed in the "Third Positive" category.

Note: Students who successfully complete a drug intervention program and who maintain a negative status as described above will be placed back into the random pool for future testing. If these individuals test positive at any time during their remaining years at GICC, they will be placed in the category of a "Third Positive".

*C. Third Positive:*

If, after the Second Positive, the test results are again positive for some drug or alcohol use, it will be considered a "Third Positive."

1. The school will have no choice but to accept that, despite evaluation and support, the student is not demonstrating improvement in remaining drug/alcohol free.
2. A Third Positive may lead to dismissal from GICC.