

DRUG TESTING

STATEMENT OF NEED AND PURPOSE

The Hubbard Exempted Village School District Board of Education recognizes that the misuse of drugs is a serious problem with legal, physical, and social implications for the whole school community. The Board of Education takes its responsibilities regarding this problem seriously and is determined to be proactive regarding the use of drugs by District students.

The Board acknowledges that participating in athletic activities and taking responsibility for transportation to and from school are important markers in a student's educational experience and personal growth. Nevertheless, the Board recognizes that participation in athletic activities or parking at school are privileges that carry the responsibility of safety for the entire Hubbard Exempted Village School community. This program shall apply to Hubbard High School students or students attending other schools directly affiliated with Hubbard Exempted Village Schools, who participate in school sponsored athletics and/or students who wish to obtain a parking permit.

This drug testing program has been established to provide a means of deterrence to develop a truly drug-free school environment and to assist students in getting help when needed. The purpose of the program is:

- (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; and
- (3) Encourage students who use illegal drugs to participate in a treatment program.

The Superintendent shall establish procedures and guidelines regarding implementation of this policy that are consistent with its stated purpose.

The guidelines shall include a clear statement that disciplinary sanctions, up to and including expulsion and referral for prosecution, will be imposed on students who violate the school standards of conduct and a description of those sanctions; the sanctions may include, mandatory referral to appropriate persons or agencies for screening and assessment. Such referral may only be made to qualified and properly licensed individuals or programs.

The guidelines shall also require that all parents and students be given a copy of the standards of conduct regarding the unlawful possession, use, or distribution of illicit drugs by students as well as a copy of the guidelines and this Policy.

Parent(s) and students shall receive notification that clearly advises them that compliance with the standards of conduct and drug testing are mandatory for those students to which this policy and the guidelines apply.

Moreover, the Board shall institute a biennial review of the Drug Testing program to determine its effectiveness and implement changes as needed and to ensure that disciplinary sanctions are consistently enforced.

DRUG TESTING REQUIREMENT

Upon request to participate in athletics or to obtain a parking permit, parent(s) and students will be required to provide written consent for testing prior to participation in the athletic activity or parking at school, and to submit to random testing on a periodic basis throughout the participating athletic season and/or during the time the student parks at school. The guidelines shall establish a process for random testing of all student athletes and students who wish to obtain a parking permit, and the process for students that may be tested based on reasonable suspicion. Random drug testing continues throughout the above referenced period.

The results of the tests shall not become part of the students' permanent record, but any documentation supporting a test based on reasonable suspicion shall be maintained in the student's record. Test results will not be reported to law enforcement authorities, and test information will not be released to law enforcement or other parties except in response to a lawfully executed subpoena. In the latter case, parents will be notified within forty-eight (48) hours of the receipt of the subpoena. Likewise, test information shall only be released to persons designated in Board regulation and procedures.

This drug testing policy is non-punitive. However, the testing program does not affect current policies of the Board regarding student drug, tobacco, or alcohol possession, or use where reasonable suspicion is established by means other than testing as outlined in this policy.