



Mecklenburg County Public Schools
Revised Drug Program
2016-2017
Student Drug and Alcohol Testing policy
Pledge and Consequences

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Additional information regarding the Student Pledge Program can be accessed at
www.mcpsweb.org

[Access the Departments Tab, locate Athletics, click on link for all available resources](#)

[\(Alternate location\) Access the Resources Tab to locate forms and documents pertaining to drug policy and consent form](#)

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Mecklenburg County Public Schools does not unlawfully discriminate on the basis of race, color, national origin, disability, gender, or age in employment or in its educational programs and activities.

Mecklenburg County Public Schools participates in the Student Pledge Program with the realization that students who are actively using alcohol or other drugs while participating in sports put themselves and their teammates at risk. The primary goal of the program is to maintain an atmosphere of both physical and mental well-being for any students participating in privileged activities. Privileged activities include any interscholastic activity, such as sports, band, clubs, and student parking on campus. In

short, any student involved in any extracurricular activity will be subject to random drug testing.

All students participating in privileged activities and their parents will be required to attend seasonal meetings where information about the program is communicated. In order to participate, the athletes must sign the Pledge Card indicating they will not use alcohol or other illegal or synthetic drugs during the season. In addition, their parents must sign the Pledge Card noting that they understand and support the program.

When previously surveyed about a random drug testing program; students, parents, and coaches recommended randomized drug and alcohol screening for students participating in privileged activities. Therefore, Mecklenburg County Public Schools will participate in randomized alcohol and drug screening through the Student Pledge Program during the 2016-17 school year. Mecklenburg County students in grades 6-12 who choose to participate in privileged activities will be selected randomly using a unique identification number to participate in the screening program during their sport or activity season.

This Student Pledge Program is based on the following facts:

- Student participation in extracurricular activities is voluntary. Students who choose to participate do so with the understanding that their participation is a privilege based on their adherence to high moral, ethical, and academic standards.
- Medical studies have established that drug use affects motor skills, learning, memory retention, reasoning ability and coordination.
- Except in extreme cases, drug use is difficult for laymen, or even physicians, to detect by casual observation.
- No safe level of drug use has been established. Any measurable amount of a mind-altering drug or alcohol in a person's body can cause some degree of impairment, even if that impairment is not readily apparent to the layman.
- The use of alcohol is illegal for anyone under the age of 21. All forms of drug use without a prescription are illegal.

This program is not intended to be disciplinary or punitive in nature. Primary emphasis in administering this Program will be directed toward deterrence and remediation rather than punishment of students who test positive for alcohol, or illegal or synthetic drugs. No student shall be expelled or suspended from the curricular program as a sole result of any verified positive test conducted by the school under this program.



Mecklenburg County Public School

Random Alcohol and Drug Testing Regulations

Testing

- The Administration of each school in coordination with an independent drug testing provider will coordinate the testing program.

Eligibility for Testing

- Mecklenburg County students in grades 6-12 who choose to participate in privileged activities not required by the Board of Education for graduation will be required to participate in the random testing program for illegal and synthetic drugs, and alcohol in order to participate in their chosen activity.
- Students become eligible upon submission of a consent form. Students must submit a consent form immediately following the Student Pledge Program Parent Meeting for their season or before their next practice or meeting following the Pledge Program Meeting.
- Students remain eligible for random drug and alcohol testing from the date the consent form is turned in through the end of their sport or extracurricular activity season. In the event that a student eligible for random drug and alcohol, testing ceases to participate or withdraws from an athletic team or extra-curricular activity, he or she will no longer be subject to random drug, and alcohol testing associated with this program.

For what Substances will Students be Tested?

- In administering the program, the division will test for the presence of certain substances that may include, but are not limited to, the following substances or their metabolites: alcohol, marijuana (THC), synthetic cannabinoids, opiates, cocaine, methamphetamines, anabolic steroids and phencyclidine (a/k/a PCP), MDMA (a/k/a Ecstasy), and/or any other substance defined as a “controlled substance” by either Virginia or Federal law.

Selection of Students for Random Testing

- A confidential testing schedule will be created by the independent lab to ensure that testing of eligible students is conducted in a manner that is random.
- Selection of eligible students for testing will be conducted in a purely and entirely random basis by an independent lab selected by Mecklenburg County Public Schools to administer the Random Drug and Alcohol Testing Program.
- A separate group of students will be selected by sport or activity and designated as alternates to be used in the event of student absence.
- The Administration or Principal Designee will notify the individual(s) selected for testing and escort them to the designated location for testing.
- The testing site will be at the participant's respective school in an area that will maximize privacy of the participant.
- The names and/or any other personally identifiable information of the participants will remain confidential.
- Participants are encouraged to protect their own confidentiality.

Suspicion Based Testing

- In the event that a coach, sponsor, or other school staff has reasonable suspicion to believe that a member of a team or extracurricular activity has been using drugs or alcohol, he/she will provide the name of the player to the Pledge Program Committee composed of the Principal, Athletic Director, and designee.
- The Pledge Program Committee will meet with the player to further investigate the suspected use. If the committee believes there is reasonable suspicion of the use of alcohol or drugs, the Administration will contact the student's parents to inform them that the student will be required to submit to a drug screen which will be administered according to the procedures outlined below.

Test Administration

- All aspects of the program, including the taking of saliva specimens, will be conducted so as to safeguard the personal and/or privacy rights of the participant to the maximum extent possible. The program treats a participant's test result as a confidential health record pursuant to both federal and state regulations 42C.F.R. 2.1 and 2.2; VA Code § [32.1-127.1:03](#). As such, any information obtained by the program which would identify the participant as a drug or alcohol user may be disclosed only for those purposes and under those conditions permitted by federal regulations in accordance with 42C.F.R. – Part II. No testing record of any participant will be used to initiate or substantiate any criminal charges against a participant or to conduct any investigation of him or her, and the division will not share participants' individual test results with law enforcement authorities unless legally required by court order or subpoena.
- The Administration will coordinate the collection of saliva specimens from the selected students in accordance with federal Substance Abuse and Mental Health Services Administration (SAMHSA) standards and forward the specimens to a licensed laboratory for testing. The Administration or a designee will conduct an initial on-site test on the specimen before sending the specimen to the laboratory.
- The participant shall complete a specimen control form.
- The participant shall submit a saliva specimen according to the Mecklenburg County School Division's Random Testing for Illegal and Synthetic Drugs and Alcohol, Consent to Test Form.
- All students selected for testing must remain at the testing site under the direct supervision of the Administration or a designee until the testing is complete.
- Any attempt by a participant to tamper with the specimen collection process or refusal by the participant to provide a sample, will be treated as a resignation from all extracurricular activities for a period of 365 days except in cases where a positive sample would constitute a 3rd violation. In such cases, the student will be banned from any further participation for the remainder of his/her enrollment in the Mecklenburg County School Division. However, in cases where a positive result would constitute a 1st or 2nd violation, a student and his/her parents may choose to participate in a program of intervention consistent with the consequences for a 1st or 2nd violation under the supervision of the Administration in order to be reinstated.
- All efforts will be made to minimize the instructional impact of testing and to maintain the confidentiality and privacy rights of participants.
- Specimens that test positive for the presence of illegal or synthetic drugs, alcohol, or their metabolites will be kept by the testing facility for at least one hundred eighty (180) days pending an appeal of the test result.

Notification of Testing & Testing Results

- Students who choose to participate in privileged activities, not required by the Board for graduation, are required to complete and sign the Mecklenburg County School Division's Random Testing for Illegal, Synthetic Drugs and Alcohol Consent to Test Form.
- When a participant tests positive for an illegal drug or alcohol the participant's parent(s) or guardian(s) will be contacted directly by the Athletic Director or Designee. Parents will have 5 business days to provide documentation of a legal prescription that may have caused the positive test.
- Results of student tests confirmed by the lab will be provided to the Athletic Director or Designee and discussed with school Administration.
- The division respects the privacy of its students and shall maintain confidentiality regarding any alcohol and drug testing for this program. The results will only be released to designated division personnel. All records and subsequent actions shall be kept by the Administration in a file separate from the student's school records. The Administration will not release records of drug and alcohol tests or any resulting action to anyone other than designated school personnel and the student and/or his/her parent/guardian without written authorization from the student and/or his/her parent/guardian in accordance with 42C.F.R. – Part II. Student drug testing information will not be turned over to any law enforcement authorities except under circumstances in which the division is legally compelled to surrender or disclose such test results.
- The Administration will destroy all records for each student when they have no remaining eligibility to participate in VHSL activities due to the fact that they have graduated, they are over the maximum age for participation, or they have completed four years of eligibility.
- The testing company will maintain testing records according to their records retention policies.

Appeal Procedure

- A student or his/her parent(s) or guardian(s) may request a retest of his/her specimen at his/her own expense at a laboratory of their choice which follows federal Substance Abuse and Mental Health Services Administration (SAMHSA) standards concerning drug testing protocols and procedures. A written request must be made within twenty-four (24) hours of receiving the results of the drug test from the Administration. The specimen previously submitted will be forwarded to the approved lab in cooperation with the division approved independent lab.
- Results of the re-test will be provided to the Administration by the approved laboratory. During the appeal period students may not participate in athletics or VHSL-sanctioned, competitive, extra-curricular activities.
- The student will be ineligible to participate during the appeal.

Consequences

Consequences will result from the following:

- a confirmed positive test for alcohol or illegal or synthetic drugs;
- refusal to participate in testing when selected; and/or
- tampering with the specimen collection process

Students will be ineligible for participation in any athletics or VHSL-sanctioned competitive, extra-curricular activities unless they complete the Mecklenburg County Schools Random Testing for Illegal or Synthetic Drugs and Alcohol Consent to Test Form.

Any attempt by a participant to tamper with the specimen collection process or refusal by the participant to provide a sample, will be treated as a resignation from all extracurricular activities for a period of 365 days except in cases where a positive sample would constitute a 3rd violation. In such cases, the student will be banned from any further participation for the remainder of his/her enrollment in the Mecklenburg County School Division. However, in cases where a positive result would constitute a 1st or 2nd violation, a student and his/her parents may choose to participate in a program of intervention consistent with the consequences for a 1st or 2nd violation under the supervision of the Administration in order to be reinstated.

Upon confirmation of a positive test or a student's confession of illegal drug and alcohol use as a result of an investigation based on suspicion of use, the student will be ineligible to participate in athletics or extracurricular activities until they adhere to the consequences outlined below.

It should be noted that the consequences outlined below are cumulative across each participant's athletic and/or extracurricular "career" in the Mecklenburg County School Division. Each student's "career" begins in the 6th grade or upon initial participation in an athletic and/or VHSL-sanctioned, extracurricular, competitive activity and ends when they graduate or cease to participate in athletics or VHSL-sanctioned, extracurricular, competitive activities. For example, if a student has a positive test for an illegal drug or alcohol in the 8th grade and, a second positive test for an illegal drug or alcohol in the 11th grade, they will be subject to the consequences outlined for a second offense.

Consequences – First Offense

Step 1 Upon confirmation of a positive screen for an illegal drug or alcohol or a student's confession of illegal drug or alcohol use as a result of an investigation based on suspicion of use, the Administration will schedule a meeting with the student, his/her parents, and the principal on the first school day following the confirmation of illegal drug use to impose a suspension from athletic/extracurricular participation. A minimum 20 day suspension will begin at that time. During this time, the student may continue to attend scheduled meetings, practices, and contests associated with his/her activity. However, they may not participate in any manner. Written notification will be provided to parents that will detail the conditions

and the endpoint of the suspension which will be a minimum of twenty calendar days after its imposition.

- Step 2 The Administration will conduct a screening interview with the student and parents within the 20 day suspension. Based on the interview, the Administration will design an intervention program suitable for the student.
- Step 3 After the 20 day suspension and prior to resuming full participation in the privileged activity, the student will be required to take an additional screen to prove that he/she no longer has any trace of illegal substances in his/her system. Any positive results at the time of the follow up tests will be considered the student's second positive drug test result.
- Step 4 The student and parents must participate in the recommended intervention program at their expense. Progress reports will be provided to the Administration to document the student's successful participation.
- Step 5 The student and his/her parents must agree to regular testing for illegal and synthetic drugs and alcohol for the student for the remainder of the activity season.
- Step 6 Upon satisfactorily attending all the prescribed intervention sessions, the student will be provided with a letter of reinstatement from the Administration indicating that he/she is a "student in good standing" and eligible to resume regular participation with his/her privileged activity.

Note: Once a student has been reinstated, it will be up to the head coach/sponsor to determine when the student is ready to resume full participation based on his/her assessment of readiness through careful observation and assessment in practice.

Second Offense

- Step 1 Upon confirmation of a second positive test for illegal or synthetic drugs, alcohol, or the student's admission of continued use of illegal or synthetic drugs or alcohol, the Administration will schedule a meeting with the student, his/her parents, and the Principal on the first school day following the confirmation of illegal drug or alcohol use to impose a twelve week (84 day) suspension. Written notification will be provided to the parents that will detail the conditions and the endpoint of the suspension which will be a minimum of eighty-four calendar days after its imposition.
- Step 2 The Administration will conduct a screening interview with the student and parents within two weeks of the beginning of the suspension. Based on the interview, the Administration will design an intervention program suitable for the student.

- Step 3 The student and parents must participate in, and complete, the recommended intervention program at their expense. Progress reports will be provided to the Administration and the school in order to document the student's and parent's successful participation.
- Step 4 The student and his/her parents must agree to regular testing for illegal and synthetic drugs and alcohol for the student during the 84 day suspension and for the remainder of his/her activity season.
- Step 5 Following the 84 day suspension, and prior to resuming full participation with his/her privileged activity, the student will be required to take an additional screen for illegal and synthetic drugs and alcohol to prove that he/she no longer has any trace of illegal substances in his/her system.
- Step 6 Upon satisfactorily attending all the prescribed intervention sessions, the student will be provided with a letter of reinstatement from the Administration indicating that he/she is a "student in good standing" and eligible to participate in privileged activities.

Third Offense

Upon confirmation of a third positive test for illegal or synthetic drugs or alcohol, or the student's admission of continued illegal drug or alcohol use, the Administration will schedule a meeting with the student, his/her parents, and the Principal on the first school day following the confirmation of illegal drug or alcohol use to suspend the student from any further athletic and/or extracurricular participation while enrolled in the Mecklenburg County School Division.

COLLECTION PROCESS

Selected students are escorted from class or practice to the collection site. A specimen of Saliva is collected following this process:

1. No purses, bags or containers may be taken into the collection area with the student. All extra coats, vests, jackets, sweaters, etc., are to be removed before entering the collection area.
2. Student is asked to rinse his/her hands and dry them. If no water is easily accessible, an alcohol free wipe may be used instead.
3. The Testing Custody and Control Form is completed by the Student and collector.
4. The student is told to place the collection sponge in the donor's mouth for 3 minutes, then place it in the collection cube. The student is also told they are to hand the collection cube to the collector. With the student watching, the collector will close and lock the lid. The student will be asked to initial the bottle.
5. The collector (keeping the lid closed) will check for evidence of tampering. If

tampering is suspected, a second saliva test will be requested. A second suspected tampered specimen will be considered refusal to test.

6. The student may wash his/her hands and be released from the testing site.
7. The Administration will be notified immediately of any student who refuses to give a Saliva sample or is suspected of tampering with the sample.