



Frequently Asked Questions

Proposed 7th-12th Grade Drug Testing Policy For OASD Families and Community Members

1. What is the OHS Drug Testing Policy?

- **who will be tested:**
 - Any student participating in a voluntary sport or co-curricular activity in grades 7-12.
 - Any student who chooses to exercise the privilege of parking a motor vehicle in a District parking lot during the school day.
 - If the student is a minor, at least 1 parent/guardian will agree the student is to be eligible for random suspicionless drug testing.

- **what substances will be tested for:**
 - May include but not limited to the following: Marijuana, Opiates (heroin), Oxycodone, Ecstasy, Methadone, Barbiturates, Benzodiazepine, Methamphetamines, Cocaine, phencyclidine (PCP), or any other substance which is defined as a controlled substance unless pursuant to a legal prescription.

A confidential testing schedule will be created by the high school/intermediate school administration prior to the initiation of testing to ensure randomness of testing.

- testing may only occur on student contact days during the academic year
- student selection for testing will be conducted on a random basis:
 - The site administrator will assign a number to each student eligible for testing.
 - The Student Services Director will supervise the selection of student numbers for testing.
 - A computer based system designed specifically for the purpose of randomly selecting individuals for drug testing will be utilized.
 - The site administrator or designee will receive a list of numbers to be tested and forward the list of participants to a student services testing coordinator at the site.
 - The student will be called to the student services office using the same timing and process used for students needing to report for passes for other reasons such as counseling, scheduling, attendance, etc.

- Alternate student selections will be made in the event of student absence or refusal to participate.
- The names of students selected will remain confidential except to the school administration.
- Students who have tested positive previously will be numbered for second random selection from just students who have tested positive as a continued deterrent.

2. Why is the OASD implementing a drug testing policy?

- foster a safer learning environment within our schools
- establish a stronger culture of drug disapproval within the school community
- employ a more reliable means to detect student drug use as a means to deter its use among students
- help direct students away from drug and alcohol use toward a healthy and drug-free lifestyle
- assist students in maximizing their performance by remaining drug free
- assist parent/guardians with helping children resist pressure to use alcohol, tobacco, or illegal drugs
- identify users of drugs or alcohol so that appropriate intervention may occur

3. Do other school districts in our area test students? Yes, Arrowhead, Muskego, and Pewaukee. All have drug testing policies in place.

4. When will the policy go into effect?

Upon School Board approval, in the fall of 2015.

5. How much will the drug test cost?

Tests are funded by AODA budget allocated resources, grants, or the Jennifer Bukosky Fund. There is no cost to parents or students unless a second test is requested. The budget used to fund the testing will not result in any reduction to student services in any other area.

6. How often will screenings take place?

Students become eligible for random drug testing on the first day they participate in a practice, activity or performance associated with a sport or extracurricular activity or request a parking permit. Students testing positive will be part of an additional random selection process consisting of only if those students that test positive.

7. What will the drug test entail? Random urine tests will be conducted by a drug screen technician as a contracted outside agency of the District. The drug screen will be conducted on site in a designated private restroom. The agency will supervise the test, however will not provide direct observation while the sample is being submitted.

8. Who will conduct the drug test and analyze the test results? What are the qualifications?

The contracted agency will provide a staff member, trained in the process of collecting urine, to come on site to School for a drug screen urinalysis. Results are provided to the school personnel within 24 hours. All positive tests will be re-tested for verification before notifying parent/guardian and student of any positive results. The agency will also store the sample for a period of 48 hours after collection. If requested, the agency will send the sample to a laboratory for additional confirmation for an additional fee (\$25). If the results are negative after retesting, the district will reimburse any costs to the parent/guardian.

9. What are the consequences of a positive drug test?

No student shall be expelled or suspended from school as a sole result of any verified positive test conducted by the school under this program. However, students with a verified positive test under this program will be subject to the conditions set forth in the Athletics/Activities code.

10. How will the results be shared and kept private? Who will see the results? A school counselor, nurse, psychologist, social worker and any teacher or administrator designated by the school board who engages in alcohol or drug abuse program activities is required by state statute to keep the information confidential unless:

- a. the student provides written consent to release the information
- b. the staff has reason to believe there is serious and imminent danger to the health, safety or life of any person and that disclosure would alleviate the danger
- c. the information is required to be reported for child abuse/neglect reporting purposes.

Testing results will be kept in a confidential file separate from the student's other educational records. Results will only be disclosed to the administrative personnel who have a need to be informed in order to implement or oversee implementation of the policy or consequences for violating the policy.

11. How will parents be notified about positive test results? Parents will be notified of the results whether positive or negative. Parents of students testing positive will be notified via all means on record within 24 hours of the district receiving the results. Parents of students who refuse to test will also be notified. Written notification will be provided to all students and parents upon the determination of test results. Parents of 7th and 8th graders will be notified when their child has been selected for random screening due to the age of the student.

12. What if a student refuses to take a drug test? Will the refusal be construed as a drug-positive result? The student will remain ineligible and parking privileges will be revoked until the student is tested.

13. What disciplines or treatments will result from the student having a positive drug test? An activities/athletic code violation will result from the following: positive screen; refusal to participate in testing; tampering with collection process. Students will be ineligible for parking

permit or participation in a sport or extracurricular activity for a failure to complete the OASD Random Drug Testing Program Consent Form. Students who have tested positive will automatically have parking pass privileges revoked according to the timelines in the policy.

14. Are test results cumulative throughout a student's tenure at the school or is the slate wiped clean each year?

Refer to the athletic code/activities code for violations of first, second and third offenses. If the student is found to be in violation of the code and agrees to complete an AODA assessment and to follow the recommendations of the assessment, there shall be a suspension for each activity/sport. Parents who voluntarily participate in a drug awareness informational program can apply an additional 10% reduction in the suspension for their child. Student who are willing to attend a student assistance group may also apply for an additional 10% reduction in the suspension.

15. How can a student contest the results of a positive drug test? Will a second confirming test be done?

The District will have any positive test retested before notifying the parent/guardian and student for verification. Students will have an opportunity within 48 hours of notification of the first positive test result to have the split sample tested at the family's expense. The administrative designee may consult with medical professionals to evaluate the results of the test, taking into consideration any evidence offered by the student and/or family. Should the split sample test confirm a positive result, and there is not a satisfactory explanation for the positive results, all consequences specified will apply.

16. Will students be referred to law enforcement officials for violations? If so to what extent? Student drug testing information will not be turned over to any law enforcement authorities except under circumstances in which the District is legally compelled to surrender or disclose such test results.

17. Why not test all high school students? The statute requires that any student subject to random drug screening must be participating in a voluntary activity. A free appropriate public education is a right granted to all citizens. As a result, we cannot restrict a student's right to an education by requiring a drug test. We are only allowed to attach conditions like drug testing to privileges such as participation in sports or co-curricular activities, and parking.

18. What supports will students receive if tested positive? The District will work with parents/guardians to connect student with an AODA assessment and intervention services. Students will be offered group and/or individual counseling for their AODA issues through the student services staff at the school.

19. How will the effects of this random screening be monitored? The District will monitor the participation rates in sports and clubs. The District will also monitor the number of positive

test results over time. An annual report will be given to the Board as part of the safety/wellness reports each fall.

20. Who can I talk to for more information?

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