

REAL SALT LAKE ACADEMY STUDENT DRUG TESTING PROGRAM

Definitions

All covered activities, groups, and organizations meeting or occurring during non-instructional time will be referred to as extracurricular. However, extracurricular activities and groups will be further categorized as follows for legal purposes:

Co-curricular Activity or Group: A covered activity or group primarily involving students and occurring outside of academic class time, where:

The subject matter of the activity or group is or will be taught in a regularly offered class;

The subject matter of the activity or group concerns the body of courses as a whole; Participation in the group is a requirement for a course, or Academic credit is granted for participation.

Non-curricular Activity or Group: A covered activity or groups primarily involving students and meeting outside of academic class time, which are not co-curricular.

Driving: The ability to drive and/or park on Real Salt Lake Campus is a privilege we provide for our students. This is an activity that will be defined under extracurricular activities at the Real Salt Lake Academy.

Covered Activities: Activities regulated by the Real Salt Lake Academy and/or the Utah State High School Activities Association (UHSAA).

Drug Testing: Testing for alcohol and illegal or performance-enhancing drugs.

Participation Days: Each day that the extra-curricular group meets, regardless of whether that meeting is a practice, a group meeting or an event.

I. General Procedures for All Student Drug Testing

Sample Collection

Urine samples will be collected using a method intended to minimize the intrusiveness of the procedure. The testing monitor shall verify the warmth and appearance of the specimen. If at any time the monitor suspects the sample is being tampered with, the monitor may end the collection process and notify the Director or designee, who will determine whether a new sample should be obtained.

Protection of Information (Privacy)

Each randomly selected student will be assigned a specimen number that shall serve as the identifier for all materials sent to the lab. The student and his or her parent/guardian shall have access to the specimen number.

The laboratory will report positive test results directly to the Director or designee. The Director or designee will only notify the student, the appropriate extracurricular sponsor, the parent/guardian of the student and other persons the Director or designee determines need to know the information to implement the school's policies or procedures. All files pertaining to drug testing will be kept confidential and separate from the student's other educational records, and only school personnel with a need to know the information will have access to the information.

Positive Test Results

If a positive test result occurs, parents will be responsible to take the student to a lab for a confirmation test. Following a confirmed positive result, the student and his or her parent/guardian shall be given the opportunity to submit additional information to the district administration or the laboratory. The district may consult with the laboratory in determining whether the positive result was caused by something other than the consumption of prohibited substances.

II. Random Drug Testing

Notification and Consent

An orientation session shall be held before the commencement of random drug testing to inform students and parents/guardians of the sample collection process, privacy arrangements and the drug testing procedures that will be used. Students wishing to participate in covered activities shall receive a copy of the drug testing policy and related administrative procedures. Additionally, each student shall be required to return a signed drug testing consent form to the office by the beginning date for practice, activities, interscholastic contest established by UHSAA, or driving/parking on school grounds. If there is no established beginning date for practice for the activity, the signed consent form must be returned within five (5) calendar days of the first participation day. A signed consent form shall be valid for all covered activities and will remain effective until revoked in writing by the parent/guardian. Students who do not return the signed consent form shall not be allowed to participate in covered activities.

Random Selection

Real Salt Lake Academy will randomly select 12 participating students each month, starting in September and ending in May, for drug testing. The random selection process will result in an equal probability that any participating student could be chosen. School employees shall not have the authority to waive the testing of any student selected using the random selection process.

Testing

Samples shall be tested for but not limited to Cocaine-COC, Marijuana-THC, Amphetamine-AMP, Methamphetamine-MET/MAMP, Phencyclidine-PCP, Benzodiazepines-BZO (Xanax), Buprenorphine (BUP), Barbiturates-BAR, Percocet / Oxycodone -OXY, Morphine (MOP), Methadone-MTD, Methylenedioxymethamphetamine-MDMA (Ecstasy). Samples will not be screened for the existence of any physical conditions other than prohibited drug and alcohol use.

Consequences

Following a confirmed positive test result, the Director or designee will immediately suspend the student from all covered activities and will schedule a conference with the student, the parent/guardian, and the extracurricular sponsor. Offenses accumulate throughout grades nine through twelve. Depending on the timing of the drug test, the student may be excluded from participation in activities at the end of the school year, over the summer and/or into the beginning of the next school year.

- **First Offense:** The first time a student tests positive under the random drug testing program, the student shall be suspended from participation in all covered activities for a minimum of twenty (20) participation days (summer participation can only count for ten (10) of the participation days) and must pass a drug test administered by Real Salt Lake Academy, at student expense, prior to participating in covered activities again. Students who are enrolled in a class that involves co-curricular activities will remain in the class during the suspension period and may participate in classroom activities, but may not participate in any activities outside of the regularly scheduled class time. If because of the suspension, the student is unable to participate in an activity, which constitutes a portion of the student's grade, the student will be given the opportunity to complete alternative assignments so that the student can earn the same grade, as he or she would have had if allowed to participate in the activity.
- **Alternative First Offense:** With the consent of the student and his or her parents/guardians, the Director or designee may reduce the suspension so that the student is only prohibited from participating in covered activities for a total of five (five) participation days as long as the student meets the following requirements:
 - Within one (1) week of the conference, the student must receive or be enrolled in substance abuse counseling from an alcohol and drug abuse agency that is certified by the Utah Division of Substance Abuse and Mental Health (DSAMH). The parents/guardians are responsible for all costs associated with the counseling. The parent/guardian must provide written verification that the student has been seen by the alcohol and drug abuse agency at least once before the student is allowed to begin participation again. If the student does not attend counseling as promised, the district will immediately implement the original consequences.
 - The student will be required to submit to drug tests every time Real Salt Lake Academy conducts random drug testing on other students for the next six testing months. This may carry over to the next school year.
- **Second Offense:** Students with two (2) positive test results for drugs or alcohol will be prohibited from participating in all covered activities for a minimum of ninety (90) participation days (summer participation can only count for ten (10) of the participation days) and must pass a district-administered drug test district prior to participating in covered activities again, at the students expense. Students who are enrolled in a class that involves co-curricular activities will remain in the class during the suspension period and may participate in classroom activities, but may not participate in any activities outside of the regularly scheduled class time. If because of

the suspension, the student is unable to participate in an activity, which constitutes a portion of the student's grade, the student will be given the opportunity to complete alternative assignments so that the student can earn the same grade, as he or she would have had if allowed to participate in the activity.

- **Alternative Second Offense:** With the consent of the student and his or her parents/guardians, the Director or designee may reduce the suspension so that the student is only prohibited from participating in district-sponsored activities for a total of sixty (30) participation days as long as the student meets the following requirements:
 - Within one (1) week of the conference, the student must receive or be enrolled in substance abuse counseling from an alcohol and drug abuse agency that is certified by the Utah Division of Substance Abuse and Mental Health (DSAMH). The parents/guardians are responsible for all costs associated with the counseling. The parent/guardian must provide written verification that the student has been seen by the alcohol and drug abuse agency at least once before the student is allowed to begin participation again. If the student does not attend counseling as promised, the district will immediately implement the original consequences.
 - The student will be required to submit to drug tests every time Real Salt Lake Academy conducts random drug testing on other students for the next six testing months. This may carry over to the next school year.

- **Third Offense:** Students with three (3) positive test results will be prohibited from participating in all covered activities for the rest of their enrollment with Real Salt Lake Academy. If because of the suspension, the student is unable to participate in an activity, which constitutes a portion of the student's grade, the student will be given the opportunity to complete alternative assignments so that the student can earn the same grade, as he or she would have had if allowed to participate in the activity.

Refusal to Submit or Falsifying Results

A student refuses to submit to drug testing when he or she fails to provide adequate urine for testing when notified of the need to do so or engages in conduct that clearly obstructs the testing process. A participating student who refuses to submit to drug testing or who takes deliberate action to falsify results will be suspended from all covered activities for one (1) calendar year and will forfeit eligibility for all awards and honors given for covered activities from which the student was suspended.

III. Suspicion-Based Drug Testing

A student may be required to submit to a drug test when there is reasonable suspicion that the student is under the influence of or has recently consumed alcohol or any drug prohibited by district policy. Staff members will report such suspicions to the building administrator or designee as soon as possible. The building administrator or designee will determine if reasonable suspicion exists. The school's attorney may be consulted as necessary.

Consequences

Students who test positive under this section will be disciplined in accordance with the district's discipline code found in the student handbook and may also be temporarily or permanently excluded from all covered activities in accordance with other district policies or practices.

Refusal to Submit or Falsifying Results

A student refuses to submit to drug testing when he or she fails to provide adequate urine for testing when notified of the need to do so or engages in conduct that clearly obstructs the testing process. A student who refuses to submit to testing or takes deliberate action to falsify results may still be disciplined under the district's discipline code for being under the influence of alcohol or drugs. A student who takes deliberate action to falsify results may also receive additional disciplinary consequences.