

August 22, 2018

Dear Parent or Guardian:

As you are likely aware, on June 15, 2009, in an effort to address and combat students' increasing and continued use of drugs, the Board of School Directors of the Lampeter-Strasburg School District adopted a series of policy changes recommended by the Drug and Alcohol Task Force, one of which provides both a voluntary random drug testing program for all students and a mandatory random drug testing program for students participating in extracurricular/co-curricular activities and using school parking facilities. The Board of School Directors approved the renewal of Policy 5143, Drug Screening, (attached) on August 5, 2013. The form of testing that will be used for the randomly selected students will be urinalysis conducted by the Occupational Medicine Division of Lancaster General Hospital.

Since participation in extracurricular/co-curricular activities and student use of school parking facilities is a privilege and not a right, the Board and administration believe that students participating in these activities or with parking privileges carry a special responsibility to themselves, their fellow students, their parents/ guardians, the public, and their school to exercise prudent judgment. Further, students who participate in extracurricular/co-curricular activities are role models for younger children and their fellow students and are viewed as special representatives of the community.

The intent of this policy is to do the following:

- Create and maintain a safe, drug-free environment for all students who participate in extracurricular/co-curricular activities and students who operate motor vehicles on school property.
- Protect the health, safety, and welfare of all students, faculty, and the public.
- Prevent accidents, injuries, and property damage resulting from the use of drugs.
- Provide students with access to assistance and treatment for drug problems.
- Provide parents with an opportunity to maintain the safety of their student(s) through voluntary participation in the drug testing program.

As mentioned above, there are two parts of the testing program, a mandatory random program and a voluntary random program. The **Mandatory Random Testing Program** is required for all students (enrolled in grades 9 through 12) who wish to participate in extracurricular/ co-curricular activities or obtain a student parking permit. In order for a student to participate in any extracurricular/co-curricular activity or receive a parking permit, the student and the student's parent/guardian must sign the Consent to Mandatory Random Testing and Authorization for Release of Information form (attached). The Consent shall remain in effect until the Superintendent receives a written request from a parent/guardian to remove their student from the mandatory random drug testing program.

The **Voluntary Random Testing Program** is provided for any parent/guardian of a student (enrolled in grades 9 through 12) who does not participate in extracurricular/co-curricular activities or does not wish to obtain a student parking permit. The parent/guardian may voluntarily include their student in the voluntary random drug testing program. The parent/guardian must sign the Consent to Voluntary Random Testing and Authorization for Release of Information form (attached), authorizing the voluntary random drug testing of their student.

After the Superintendent has received the Consent, their student's name will be included in the list of students eligible for random selection. Once the Consent has been submitted, it shall remain in effect until the Superintendent receives a written request from a parent/guardian to remove their student from the random drug testing program.

If you wish to have your child participate in any extracurricular/co-curricular programs or obtain a parking permit, please complete the Consent to Mandatory Testing and Authorization for Release of Information form attached to this letter, and return it to school by Thursday, August 30, 2018. However, if your child is not wishing to participate in any extracurricular/co-curricular activities and will not be applying for a parking permit, but you still wish to include them into the pool for testing, please complete the Consent to Voluntary Random Testing and Authorization for Release of Information form also attached to this letter, and return it to school by Thursday, August 30, 2018.

If you have additional questions about this program, please feel free to contact me at your convenience.

Sincerely,

A handwritten signature in black ink that reads "Kevin S. Peart". The signature is written in a cursive style with a large, stylized initial "K".

Kevin S. Peart, Ed.D.
Superintendent

kp:jh
Enclosures (2)

LAMPETER-STRASBURG SCHOOL DISTRICT
Lampeter, Pennsylvania 17537

DRUG SCREENING

1. Purpose

The Board recognizes that the use of drugs has a serious and deleterious effect on students' motivation, memory, judgment, coordination and reaction time, and negatively affects students academically, physically and emotionally. These concerns, in conjunction with the heightened health and safety risks associated with students participating in extracurricular/co-curricular activities or operating motor vehicles to and from school and school-related activities while impaired, and the recognition that drug use and abuse is particularly dangerous to students who participate in such activities, have compelled development of this policy. The Board wants to provide a legitimate reason for students to refuse to consume or use drugs, and to provide assistance to students who have problems with such substances.

In 2008, the Board created a Drug and Alcohol Task Force (comprised of parents, community members, administrators, the school nurse, the school solicitor and a law enforcement representative) to investigate and monitor the use of drugs among the student population. The Drug Task Force has determined that a significant number of students use or abuse drugs. Specific evidence of student use of drugs includes the following:

- (i) In 2007, the Pennsylvania Commission on Crime and Delinquency conducted a survey of 1,311 Lampeter-Strasburg students in grades 6 through 12. A copy of the Lampeter-Strasburg Pennsylvania Youth Survey Report ("Report") compiled by the Commission available on the School District's Web site.
- (ii) According to the Report, reported lifetime and recent use of marijuana by students attending Lampeter-Strasburg School District is greater than the averages of students in Lancaster County and in Pennsylvania.
- (iii) According to the Report, reported lifetime usage of marijuana, inhalants, cocaine, ecstasy and hallucinogens by 10th graders who attend the Lampeter-Strasburg School District has markedly increased since 2001 by 50%, 300%, 800%, 50% and 400% respectively.
- (iv) The Task Force has learned that, in recent months, a middle school student was expelled for the attempted sale of marijuana at school, a high school student was expelled for being under the influence of alcohol while at school and a high school student was expelled for possession of marijuana and drug-related paraphernalia.
- (v) Based upon the data assembled, the Task Force unanimously concluded that the Lampeter-Strasburg community has a drug and alcohol problem that requires immediate attention.
- (vi) According to 2009 and 2011 Reports, reported lifetime usage of marijuana, inhalants, cocaine, ecstasy and hallucinogens by tenth graders who attend Lampeter-Strasburg School District has decreased by 31%, 3%, 88%, 84% and 62%, respectively, since the implementation of the random drug screening policy.
- (vii) During the 2011-2012 and 2012-2013 school years, three athletes tested positive during a random drug screening. All three participated in the Student Assistance Program, followed all recommendations, participated in follow-up testing and were able to participate in their respective sports. In addition, one athlete, after providing a negative sample during a random drug screening, stated that they quit using drugs in order to be able to participate in their respective sport.

To address and combat students' increasing and continued use of drugs, the Board is implementing both a voluntary drug testing program for all students and a mandatory, random drug testing program for students participating in extracurricular/co-curricular activities or with parking privileges.

Participation in extracurricular/co-curricular activities and student use of school parking facilities is a privilege and not a right. Accordingly, students participating in these activities or with parking privileges carry a special responsibility to themselves, their fellow students, their parents/guardians, the public and their school to exercise prudent judgment. The Task Force has also made findings that students who participate in extra-curricular/co-curricular activities become role models for younger children and their fellow students, and are viewed as special representatives of the community when they participate in extracurricular/co-curricular activities. By assuming these roles, students assume the responsibility of a drug free lifestyle.

This policy is designed to:

- (i) Create and maintain a safe, drug-free environment for all students participating in extracurricular/co-curricular activities and students with driving privileges.
- (ii) Prevent student participants in extracurricular/co-curricular activities and students with driving privileges from using drugs.
- (iii) Protect the health and safety of all students, faculty and the public.
- (iv) Prevent accidents, injuries and property damage resulting from the use of drugs.
- (v) Provide students with access to assistance and treatment for drug problems.
- (vi) Provide parents with an opportunity to maintain the safety of their student(s) through voluntary participation in the drug testing program.

2. Definitions

- a. "Alter the integrity of a urine sample" means any attempt to: (i) alter the outcome of a drug test by adding a substance to a urine sample; (ii) substitute a sample; (iii) interfere with the detection of drugs in the urine; and/or (iv) over-hydrating oneself in an attempt to dilute the urine to decrease the possible detection of drugs.
- b. "Approved Contractor" means a certified person, corporation or agency selected by the Board for the purpose of collecting, testing and maintaining the integrity of the urine samples, and interpreting and maintaining the confidentiality of test results in compliance with this policy.
- c. "Co-Curricular Activities" include Board-sponsored activities offered for academic credit toward graduation, and which require a student to attend or participate in activities scheduled during non-school hours. A list of co-curricular activities shall be created by the Superintendent or designee and may be supplemented during the year as approved by the Superintendent and reported to the Board.
- d. "Extracurricular Activities" include Board-sponsored activities that are not offered for academic credit toward graduation. A list of extracurricular activities shall be created by the Superintendent or designee and may be supplemented during the year as approved by the Superintendent and reported to the Board.
- e. "Drug" means any controlled substance which is prohibited by federal and/or Pennsylvania law, all "look alike" drugs, anabolic steroids, all alcoholic beverages, and any prescription or patient drug, except those prescribed and used in accordance with a physician's instructions and for which permission to use in school has been granted pursuant to Board policy.

- f. "Random Selection" means a selection process whose alternative outcomes occur with an equal probability. All eligible students will have an equal probability of being selected. All eligible students will be selected for testing through mandatory random selection administered by an approved contractor.
- g. "Violation of this Policy" or "Violates this Policy" means the finding of a confirmed non-negative drug test, refusal to take a mandatory random drug test or an attempt to alter the integrity of a urine sample.

3. Types of Testing

a. Mandatory Random Testing Requirements

No student (enrolled in grades 9 through 12) shall be permitted to participate in extracurricular/co-curricular activities or obtain a student parking permit unless the student and the student's parent/guardian signs a Consent to Mandatory Random Testing and Authorization for Release of Information Form, authorizing the mandatory random drug testing of their student. Once the Consent has been submitted, it shall remain in effect until the Superintendent receives a written request from a parent/guardian to remove their student from the mandatory random drug testing program.

b. Voluntary Random Testing Requirements

Any parent/legal guardian of a student (enrolled in grades 9 through 12) who does not participate in extracurricular/co-curricular activities or does not obtain a student parking permit may voluntarily include their student in the voluntary random drug testing program. The parent/guardian must sign a Consent to Voluntary Random Testing and Authorization for Release of Information Form, authorizing the voluntary random drug testing of their student. After the Superintendent has received the Consent, their student's name will be included in the list of students eligible for random selection. Once the Consent has been submitted, it shall remain in effect until the Superintendent receives a written request from a parent/guardian to remove their student from the random drug testing program.

All drug testing of urine samples shall be conducted without additional student or parent/guardian notification, during the school year, for a predetermined percentage of the students participating in the random drug testing program. Students selected for testing shall be chosen by a random sampling process administered by an approved contractor. The drug test will be administered to determine the presence of some or all of the following: anabolic steroids, amphetamines, barbiturates, cocaine, codeine, depressants, heroin, marijuana, morphine, methamphetamine, opiates, PCP, stimulants, valium or other drugs added at the discretion of the Superintendent, in the student's urine sample. A test result indicating the presence of any of these substances will be considered a violation of this policy.

If a student refuses to submit a urine sample for testing, the refusal will be deemed a violation of this policy. If a student attempts to alter or alters the integrity of a urine sample during the collection process, such conduct will be deemed a violation of this policy.

4. Testing Procedures

Testing will be performed on urine samples collected by trained and certified collection personnel, following forensic collection procedures. Urine samples will be submitted to a screening test for multiple drugs as set forth in this Policy. Urine samples found to test non-negative on the screening assay will be subject to further confirmatory testing for the drug(s) identified, using a different analytical methodology. Only those drugs found to be non-negative on the screening assay and confirmatory tests will be reported as non-negative to the Medical Review Officer (MRO). All test

results will be sent to the MRO. For all non-negative test results, the MRO will contact the student and/or the student's parent/natural guardian by telephone to determine if there is a legitimate medical explanation for the result. The MRO will report to the designated school representative as a non-negative test only a laboratory confirmed non-negative test for which the student and/or the student's parent/natural guardian is unable to provide an acceptable medical explanation. Students shall comply with reasonable requests of the approved contractor. Failure to comply with a reasonable request of the approved contractor or any attempt to alter the integrity of a urine sample shall be a violation of the policy. The testing procedures shall be scheduled at the discretion of the Superintendent.

5. Parent Notification of Students Randomly Selected for Tests

The parent/guardian of a student tested will be notified by letter mailed within 24 hours of the day of the test, and a follow-up notification will be made when the test results, whether non-negative or negative, are received.

If requested, a donor challenge test, at the expense of the student and/or the student's parent/guardian, will be administered using the original urine sample and at the same laboratory. If the donor challenge test result is negative, no further action will be taken and the student and/or the student's parent/guardian will be reimbursed by the School District for the cost of the donor challenge test. If a donor challenge test is requested, the consequences for a violation shall not apply until the results of the donor challenge test are available.

6. Consequences for Violations of this Policy

When a student who participates in extracurricular/co-curricular activities or has a student parking permit violates this policy, he/she shall be subject to the following restrictions:

- a. First Violation - The student (enrolled in grades 9 through 12) will be suspended from participating in extracurricular/co-curricular activities and/or parking privileges for sixty (60) calendar days (while school is in session) from the date of receipt of confirmation of the non-negative test. The sixty (60) calendar day suspension may be reduced to a thirty (30) calendar days (while school is in session) suspension if the offending student participates in, and complies with the recommendations made by, the Student Assistance Program. To be eligible for continued participation in extracurricular/co-curricular activities and/or parking privileges after the period of suspension, the offending student must successfully complete a negative drug test and consent to continued, periodic drug testing for the one (1) year period following the date of receipt of confirmation of the non-negative test. The school district shall also notify the student and the student's parent/guardian of the results of the drug screening.
- b. Second Violation - The student (enrolled in grades 9 through 12) will be suspended from participating in extracurricular/co-curricular activities and/or parking privileges for one (1) year from the date of receipt of confirmation of the non-negative test. The offending student shall, during the period of suspension, be required to participate in, and comply with the recommendations made by, the Student Assistance Program. To be eligible for continued participation in extracurricular/co-curricular activities and/or parking privileges after the period of suspension, the offending student must successfully complete a negative drug test and consent to continued, periodic drug testing for a two (2) year period following the date of receipt of confirmation of the non-negative test. The school district shall also notify the student and the student's parent/guardian of the results of the drug screening.
- c. Third Violation - The student (enrolled in grades 9 through 12) will be suspended from participating in extracurricular/co-curricular activities and/or parking privileges for three (3) years from the date of receipt of confirmation of the non-negative test. The school district shall also notify the student and the student's parent/guardian of the results of the drug screening. To be

eligible for continued participation in extracurricular/co-curricular activities and/or parking privileges after the period of suspension, the offending student must successfully complete a negative drug test and consent to continued, periodic drug testing for a four (4) year period following the date of receipt of confirmation of the non-negative test. The school district shall make the Student Assistance Program available to the student.

When a student who has voluntarily opted to participate in the drug testing program violates this policy, he/she shall be required to participate in the Student Assistance Program.

If a student is referred to the Student Assistance Program for a violation of this policy, the School District encourages the student's parent/guardian to fully participate in the assessment process.

No student shall be suspended from school, expelled or otherwise penalized academically as a result of a non-negative drug test under this policy. Information regarding the results of drug tests shall not be disclosed to law enforcement authorities unless the School District is otherwise compelled to do so by a valid subpoena or court order. If such a disclosure is requested, the School District will notify the student's parent/guardian as soon as possible. The results of drug tests under this policy will not be documented in a student's academic records. Non-negative drug test results will be maintained by the School District solely to administer this policy. Any student's non-negative drug test results will be destroyed upon completion of the student's enrollment with the School District.

LAMPETER-STRASBURG SCHOOL DISTRICT
Lampeter, Pennsylvania 17537

**CONSENT TO MANDATORY RANDOM TESTING OF URINE SAMPLES AND
AUTHORIZATION FOR RELEASE OF INFORMATION**

I hereby acknowledge that I have received a copy of the Lampeter-Strasburg School District Drug Screening Policy. I further acknowledge that I have read the Policy and that I fully understand the provisions of the drug testing program and agree to comply with the terms and conditions set forth in the Policy.

I hereby consent and authorize the School District to collect a urine sample from my student and to have such sample tested for the presence of certain drugs and substances in accordance with the provisions of the Policy. I further authorize the School District to release confidential information related to the drug screening to the approved contractor, school principal, District superintendent or designee, athletic director, the head coach, director or club sponsor/advisor of any interscholastic sport or club in which my student participates and/or members of the Student Assistance Program, all information and records, including without limitation the results of the drug screening or testing of my student's urine in accordance with the Policy. To the extent set forth in this Consent, I waive any privilege with regard to such information.

I hereby acknowledge that this Consent shall remain valid unless and until I notify the School District in writing of my desire to remove my student from the School District's drug testing program.

I hereby release and discharge, for myself and my student, the School District and its directors, officers, employees and agents from and of all claims, rights, expenses, debts, demands, costs, contracts, liability, obligations, actions, and causes of action of every nature, known or unknown, whether in law or equity, which I or my student had, now has, or may have which is in any way connected with, or arises out of the drug screening process or the Policy.

Printed Student Name

Student Signature

Date

Printed Parent/Guardian Name

Parent/Guardian Signature

Date

School Building

Extracurricular/Co-curricular Activity

LAMPETER-STRASBURG SCHOOL DISTRICT
Lampeter, Pennsylvania 17537

**CONSENT TO VOLUNTARY RANDOM TESTING OF URINE SAMPLES AND
AUTHORIZATION FOR RELEASE OF INFORMATION**

I hereby acknowledge that I have received a copy of the Lampeter-Strasburg School District Drug Screening Policy. I further acknowledge that I have read the Policy and that I fully understand the provisions of the drug testing program and agree to voluntarily comply with the terms and conditions set forth in the Policy.

I hereby consent and authorize the School District to collect a urine sample from my student and to have such sample tested for the presence of certain drugs and substances in accordance with the provisions of the Policy. I further authorize the School District to release confidential information related to the drug screening to the approved contractor, school principal, district superintendent or designee and/or members of the Student Assistance Program, all information and records, including without limitation the results of the drug screening or testing of my student's urine in accordance with the Policy. To the extent set forth in this Consent, I waive any privilege with regard to such information.

I hereby acknowledge that this voluntary Consent shall remain valid unless and until I notify the School District in writing of my desire to remove my student from the School District's drug testing program.

I hereby release and discharge, for myself and my student, the School District and its directors, officers, employees and agents from and of all claims, rights, expenses, debts, demands, costs, contracts, liability, obligations, actions, and causes of action of every nature, known or unknown, whether in law or equity, which I or my student had, now has, or may have which is in any way connected with, or arises out of the voluntary drug screening process or the Policy.

Printed Student Name

Student Signature

Date

Printed Parent/Guardian Name

Parent/Guardian Signature

Date

School Building