

Drug Abstinence Program

Illicit or inappropriate drug use is pervasive in our society. Springwood School is a subset of this society. With this in mind the Board of Trustees of Springwood School has approved the institution of a “random plus” drug testing program.

Springwood School is a college preparatory school where students are challenged with Christian principles that promote the development of the total person. Substance abuse interferes with that development by its physical and emotional effect on the individual and its possible effect on those around him. We strive to promote and maintain a learning atmosphere that is drug free at every level. It is our desire to cultivate leadership from Springwood students and staff members in the community as well as on campus. The primary focus of this program is prevention and early intervention. The full policy is on file in the main office and is included in admissions packets for new students who enroll at Springwood. The primary provisions of the program are as follows:

- Students, faculty, staff, and trustees must participate in this drug program if they are to be admitted, hired, or remain at Springwood School.
- The program requires drug testing of all students in grades 9-12 as follows:
 - a. *Random testing*-Students will be randomly selected for testing so that 25% of those in grades 9-12 will be tested by the end of the school year.
 - b. *Follow-up testing/suspicion*-Any student testing positive will be tested at 90-120 day intervals for 12 months at the parents' expense. This may be in addition to those tests required by outside counseling agencies to which the individual may be referred. Any student in grades 9-12 who is suspected by the Headmaster or High School Director of inappropriate drug use will be subject to testing.
- Hair analysis has been selected as the method of testing. A licensed clinical laboratory, Psychemedics, Inc., will perform the analysis of all hair samples. Psychemedics, Inc. uses a patented sensitive technology (radioimmunoassay) to screen hair specimens. All samples that are positively identified through the screening analysis are then confirmed through mass spec-trometry, (GC/MS, GC/MS/MS, or LC/MS/MS). Each hair sample will be analyzed for five drugs: cocaine, opiates, marijuana, methamphetamine (including ecstasy) and PCP.
- All positive results are confirmed using a highly reliable confirmation technology called Mass Spectrometry (GC/MS, GC/MS/MS, or LC/MS/MS) which identifies the molecular fingerprint of the drug. If, however, a person testing positive wishes to contest the result, he may do so, in writing to the Headmaster or High School Director, within 2 days of notification. Any re-test will be at his/her own expense.

- Psychemedics Corporation will confidentially provide test results of students to the Headmaster. The school will inform the parent/guardian within 10 days of receiving the test results.

All test results of students will remain strictly confidential between the student, the parent/guardian, the Headmaster of Springwood School, and the confidential counseling program.

- Consequences of positive results will be as follows:
 - a. School personnel will not initiate criminal charges or other legal action against a student or employee based solely on a positive drug test. (This provision should not be confused with possession of or being under the influence of drugs or alcohol on campus or at school sponsored events. Violation of these provisions of the Student Handbook will continue to be dealt with as very serious offenses that may involve expulsion and legal action).
 - b. The Springwood Headmaster will refer any student who tests positive and the parents/guardians of that student, for a substance abuse evaluation through a licensed counselor/community agency acceptable to Springwood School. This counselor or agency will provide recommendations to the family on the type of additional services that are required for successful completion of the program. The student and parents/guardians must seek this evaluation and follow all recommendations. **All costs for this will be the responsibility of the parents/guardians.** If a student or parent/guardian refuses to follow the conditions of this policy, the student will be dismissed from Springwood School at that time. A student who has tested positive one time and is in a counseling program approved by Springwood School will continue all school activities unless directed otherwise by the parent/guardians or the substance abuse counselor.
 - b. The Springwood Headmaster will refer an employee who tests positive to a professional, licensed substance abuse counselor/agency acceptable to Springwood School, for evaluation and assistance. This counselor/agency will provide recommendations to the employee on the type of additional services that are required for successful completion of the program. **All costs for this will be the responsibility of the employee.** If an employee refuses to abide by the conditions of this policy, he/she will be terminated as an employee of Springwood School at that time.
 - c. A Board member who tests positive will be referred to a professional, licensed substance abuse counselor/agency, acceptable to Springwood School for Evaluation and assistance.
 - e. A student who tests positive more than one time during his/her enrollment at Springwood School will be permanently dismissed from the school. An employee who test positive more than one time will be terminated as an employee of

Springwood School. A board member who tests positive more than one time will be required to submit his/her resignation to the Board Chairman. Students, employees, and board members will be allowed to verify medications they are taking which have been prescribed and may explain test results. Springwood School will consult with a medical review officer for verification of medical issues. The Springwood Headmaster and the High School Director will choose this medical review officer.

- A counselor or community agency may provide assessments and referrals for further assistance and treatment of any student or employee who tests positive. Referrals will be made with consideration for the economic resources of the individual or family involved. Parents or employees may choose to seek independent resources to provide an assessment of involvement in inappropriate drug use. Springwood School must approve the program and progress reports must be submitted to the school on a regular basis in order to determine that the student or employee is making progress in an assistance program.
- Results of drug tests from outside of Springwood School will not be considered when administering this policy.
- Any student, employee, or board member who, before being notified that he or she is to be tested, by his or her own free will admits to the Springwood Headmaster or High School Director that he or she has engaged in drug use, will be required to attend an assessment interview and abide by the suggestions of the counselor or agency. This will not count as a first failure under this policy.