



## **Drug Screening Policy**

Revised August 1, 2010

### **School Mission**

Catalyst High School provides an individualized learning experience that empowers students to achieve their academic and personal goals.

Catalyst High School has *HEART!*

### **Our Vision is to prepare our students:**

**Health** – To thrive as healthy, strong individuals

**Engagement** – To advocate for themselves, others and worthy causes

**Achievement** – To succeed in future education and in life

**Resiliency** - To become healthy, caring and responsible adults

**Twenty-First Century Skills** – To become multi-functionally literate, effective communicators, inventive thinkers and productive citizens

### **Our Goals:**

**Health** – To support student's health

**Engagement** – To trigger responsible engagement in each student's own education

**Achievement** – To foster high academic achievement

**Resiliency** – To promote healthy relationships and opportunities

**Twenty-First Century Skills** – To prepare students for the 21st century

### **Effective Date and Agreement**

The Catalyst High School Illegal Drug Policies is adapted July 1, 2009, and updated August 1, 2010. The policy is written to be clear and concise, and not intended to be open for negotiation at this time or at any subsequent time, with individual parents. The policy is reviewed annually by the Catalyst High School Board of Directors, following a period of time when parental input is requested, welcomed, and considered.

Parents/guardians must agree to all terms in the Catalyst Drug Screening Policy, as well as other policies and terms of enrollment, including all provisions related to drug screening, as a condition for a student to attend Catalyst High School.

## **Values and Philosophy**

1. Catalyst is an independent high school that emphasizes good health as a foundation for good academics. Catalyst may be a suitable high school for a student who has a history of illegal substance abuse but is now committed to sobriety and whose primary support system (usually parents) fully supports this drug policy.
2. As opposed to an on-line school, where the student “attends school” in the privacy of his or her own home, Catalyst High School is in a social setting. As such, Catalyst High School looks out for the health and safety needs of the entire population of students. Its students, parents and other stakeholders want Catalyst to be a safe and welcoming place that is free of issues related to illegal drugs. It is the school’s responsibility to provide that atmosphere.
3. The Policy is designed to encourage and reinforce appropriate behavior regarding illegal drug usage. To do so, it is necessary to know who is in violation, by way of mandatory screening for illegal drugs.
4. While Catalyst High School supports an environment free of illegal drugs, we are an institution of academics and learning and do not provide *primary* therapeutic treatment for substance abuse issues. We will make every effort to provide support to students and parents who are committed to discontinuing illegal substance use by providing referrals for resources in the community and in-house counseling support.
5. Catalyst encourages:
  - full disclosure regarding past and current academic strengths and challenges, health issues broadly defined, legal and illegal drug use, and stressors;
  - open communication between the family and the school;
  - good communication aligned with sound profession judgment among the school staff, outside therapists and health professionals counseling to support each student’s health and long-term wellness.
6. Illegal drug use/abuse is considered a health-related concern. As such, each student who is being screened for illegal drug use will meet with a Catalyst Counselor on a periodic basis throughout the screening period. The Catalyst principal and counselors share therapeutic and medical information, which may include information regarding drug usage by a student. This information will be shared with Catalyst teachers and staff on as needed.
7. Our goal is *to help* the student who is struggling or even experimenting with illegal drugs by making the truth known and supporting our health-related goals with counseling support to help the student identify reasons for the drug usage and to replace illegal drug use with healthy behaviors.
8. We ask that parents accept our position as nonjudgmental and based only on a need to know. We believe that real trust can be built most quickly by knowing the truth, and we believe that parental cooperation will help reduce the student's anxiety around this matter.

## **Policy Guidelines**

1. All students are required to be screened within one week prior to the start of attending Catalyst High School. (For 2009 Only: All Catalyst students, returning and new, will be required to submit a drug screen between August 17-24, 2009.) Per normal screening procedures, the student/parent will pay for the 10-panel screen (\$30). Catalyst will reimburse the full cost for “negative” results. See 7 below.
2. For a student to begin attending classes, one of the following conditions must apply: 1. A student’s drug screen must be determined by ChemaTox Laboratory, Inc.\* to be “negative”; 2. If a student initially has a “positive” drug screen and they take a follow up test within 21 days of the original drug screen that shows a lower amount of drug(s) in their system than the original screen.
3. Any student may be required by the school administration to be screened randomly or upon reasonable suspicion. All students will be screened at least once every 12 months. Students who produce positive results may be screened upon return from any break of substantive size.
4. A student may be required to take a drug screen for behaviors that may be consistent with drug usage such as, but not limited to: a drop in attendance; a drop grades as compared to previous comparable classes; irritable, erratic or abnormal behavior; appearance of being under the influence; or for any reason determined by school administration.
5. Should the school find reason to suspect illegal use of drugs by a student, a meeting may be requested by the school and/or parent/guardian to discuss the matter. After investigation and due consideration - with or without a meeting actually taking place and regardless of the opinion of the student of 18 years of age or otherwise the parent/guardian -- Catalyst High School retains the exclusive right to decide whether to require the screen.
6. The drug screen will take place at ChemaTox Laboratory, Inc. in Boulder within 48 hours of the decision by the school. The student/parent will pay for the screen at ChemaTox at the time of the screen. By signing this policy agreement, the parent/student agrees to have ChemaTox Laboratory, Inc. send the results directly to the Catalyst High School administrator.
7. The school will reimburse the student/parent for any screen that is determined by Chematox Laboratory, Inc. to be “negative.” The student/parents will assume the cost for any payment for any screen determined by ChemaTox Laboratory, Inc. to be “positive”.
8. Illegal drugs include substances that can be consumed, absorbed, inhaled, injected and are considered illegal by state law, as well as prescription and over the counter drugs, if taken in a manner other than for its intended purpose or by someone other than as prescribed, alcoholic beverages if underage, and substances that create effects or behavior similar to illegal drugs.
9. If a student tests positive, the school will require the student to take a follow-up screen at a time determined by the school, often two weeks later. This process may be repeated. It is expected that positive levels will diminish between tests and remain negative when attained.
10. A student/parent may ask ChemaTox Laboratory, Inc. to confirm their results by conducting additional testing on the original sample. The cost is approximately \$200. Catalyst will reimburse the student/parent for the confirmation test if the result is “None Detected” thus identifying the screen result as a false positive. ChemaTox is a Forensic Toxicology Testing Center that works with law enforcement and courts on a regular basis. The likelihood for “false positives” or error is minimal and their expert opinions are admissible in court.

11. To monitor a “clean” status, the student may participate in period drug screens, often at three-week intervals. Such a program will be by agreement with the parents. In such a case, Catalyst High School will not necessarily pay for “negative” results.
12. A student may be suspended from the school if positive on a drug screen. A student who is suspended may be expected to continue academic work but may be prohibited from coming to school during the period of the suspension as deemed appropriate by the school.
13. A student who tests positive for illegal drug use will be required to meet regularly with a Catalyst counselor/therapist (no additional charge). The school will assure that the student has access to a Catalyst counselor (off campus) even if the student is otherwise suspended from school.
14. Regular tuition payments will continue as normally expected during the period of time a student is suspended from school.
15. On occasion, the Catalyst administration may investigate a concern of possible illegal drug use based on anonymous and confidential information. Catalyst administration may require that a student take a drug screen based on anonymous information.
16. Any behavior interpreted as bullying, coercing, threatening or intimidating by one student toward another student may be grounds for immediate expulsion from school. Specifically, this may relate to retaliatory behavior associated with illegal drug use and its reporting, investigation or consequences.
17. A student who is found to be under the influence of a controlled substance while in school will be considered in possession.
18. A student found to be in possession of a controlled substance while in school, on or adjacent to school property, or during a school-related function will be suspended, may be expelled from school, and may be reported to law enforcement.
19. A student who distributes (sells, shares, gives, etc.) a controlled substance to anyone else while in school, on or adjacent to school property, or during a school-related function will be expelled from school and reported to law enforcement.
20. The school will do its part to maintain confidentiality throughout the drug screening process, counseling process, and discipline process. The student in question is encouraged by Catalyst High School to exercise similar discretion. Catalyst High School is not responsible for information among the general population based on information shared by the subject student.
21. A student's/family's refusal to follow this policy will be considered a withdrawal from Catalyst High School, and any tuition and fees paid will be forfeited. (The security deposit will be returned per agreement.)
22. A student who chooses to be administratively withdrawn rather than comply with the screening policy *may re-apply* for admission to Catalyst High School after a minimum of three months. If re-admitted to Catalyst High School, new tuition will be required.

