Drug Testing Policy

Carmel Catholic is committed to fostering a safe, positive, and empowered student culture. We encourage students to actively promote the Carmel values of Community, Academics, Reverence, Mission, Enthusiasm, and Leadership. The use of drugs and alcohol conflicts with these attempts to shape a healthy student culture. For this reason, school policy states that Carmel Catholic students are to refrain from using or possessing illegal drugs, substances, or alcohol. The use and possession of illegal drugs and alcohol while at school or school-related events is especially prohibited. To help ensure a drug-free environment for students, Carmel Catholic has adopted a therapeutic and mandatory drug testing policy for all students, which will begin during the 2019-2020 school year and reinforce the larger efforts of the Student Wellness plan. The goal of this program is to encourage students to make positive choices and to avoid drugs and alcohol. Random drug testing will also help to counter negative peer pressure and will identify students in need of therapeutic intervention.

Per this policy, students will be randomly selected for testing during the school year. Once selected, students will report to the school clinic for the collection of hair samples, which will then be sent to a third-party testing laboratory. All results will be sent directly to the Principal. If a student’s drug test shows no drug use (negative result), parents/guardians will be notified via email. After a positive result, the Principal will call the family to set up a meeting to discuss the specific therapeutic guidelines the student must follow to remain at Carmel Catholic.

Carmel Catholic remains committed to working with parents and students to empower positive choices that best allow students to thrive. Incentivizing healthy choices in regards to drugs and alcohol through a drug testing program develops a partnership with families that encourages a healthy and drug-free environment.

Drug Testing Policy Details

Goals
- To encourage students not to use drugs
- To offer a strong reason to quit using drugs
- To identify those in need of therapeutic intervention

Key Points
- All Carmel Catholic students are subject to the testing program, which screens for non-prescription drugs.
- The goals of the program are wholly therapeutic, with no disciplinary response until multiple positive tests.
- Carmel families will not be billed for the drug testing program. Families will be responsible for costs associated with therapeutic intervention as a result of a positive drug test.
- Therapeutic intervention following a positive drug test will be managed by Nicasa, a local behavioral health services provider.
Hair samples will be tested, as this collection method is the most accurate and the least invasive. Hair samples will be collected from the head or body (non-private) and screened for drugs by Psychemedics.

If a student is randomly chosen for a drug test, (s)he will be re-entered into the random pool of test participants for future testing.

Only the Principal will know of any positive drug tests. The Principal will work with students and families to ensure that a proper therapeutic intervention plan, managed by Nicasa, is followed after a positive test.

Procedures

- In the spring and fall, Carmel Catholic will host family information sessions about the therapeutic drug testing program.
- At the beginning of each school year, all students will be assigned a number and entered into a computer randomizer program.
- Each month, a batch of numbers will be randomized and selected by the program; students assigned to the batched numbers will be notified via email. Selected students will report to a designated area within a set time frame and hair samples will be collected from head or body hair (non-private). If a student does not show up once selected, (s)he is assumed to be positive for drugs. Students can also be selected for testing at a parent’s request or for reasonable cause.
- Hair samples are sent to Psychemedic’s off-site laboratory for testing and the results are given directly to the Principal. Families of students with a negative drug screen will be informed via email. In instances of a positive drug screen, families will be notified by the Principal and will have to follow specific therapeutic guidelines to remain at Carmel Catholic. No disciplinary consequences will result from a first positive test. Students who test positive will also undergo future tests, at the cost of the family.

First Positive

- Students who test positive for drugs must follow therapeutic guidelines to remain at Carmel Catholic. These guidelines include the following:
  - Students and parents/guardians must meet with the Principal.
  - Students and parents/guardians will be given details of the positive test result.
  - Families will be referred to Nicasa and must follow up with the referral and undergo any recommended interventions. Carmel Catholic reserves the right to remain informed about the student’s progress in therapeutic follow-up.
  - Students will be tested again after the recommended interventions at the expense of the family.
    - If the second drug screen indicates no drug usage since the first positive, the student will be placed back in the random pool of test participants. Any future positive test result will be regarded as a second positive.
    - If the second drug screen is again positive, the student will be placed in the second positive category.
  - For a first positive, there will be no disciplinary consequences.
Second Positive

- After a second positive, the Principal will evaluate the academic and disciplinary record of the student and consult with Nicasa.
- The Principal will meet with the student and parents/guardians to determine a plan for continued therapeutic intervention.
- The student will be ineligible for participation in all extra-curricular activities until additional therapeutic follow-through is completed.
- Failure to follow recommended therapy plans or interventions may jeopardize a student’s continued matriculation at Carmel Catholic.
- Students will be tested a third time after any recommended interventions at the expense of the family.
  - If the third drug screen indicates no drug usage since the second positive, the student will be placed back in the random pool of students. Any future positive test result will be regarded as a third positive.
  - If the third drug screen is again positive, the student will be placed in the third positive category.

Third Positive

- If a student tests positive for drugs a third time, and after continued therapeutic intervention programs, that student will likely be recommended for dismissal from Carmel Catholic.