Last Updated 2/23/2017

Mount Michael Benedictine School Health and Wellness Policy

Current Mount Michael Alcohol/Drug Policy:

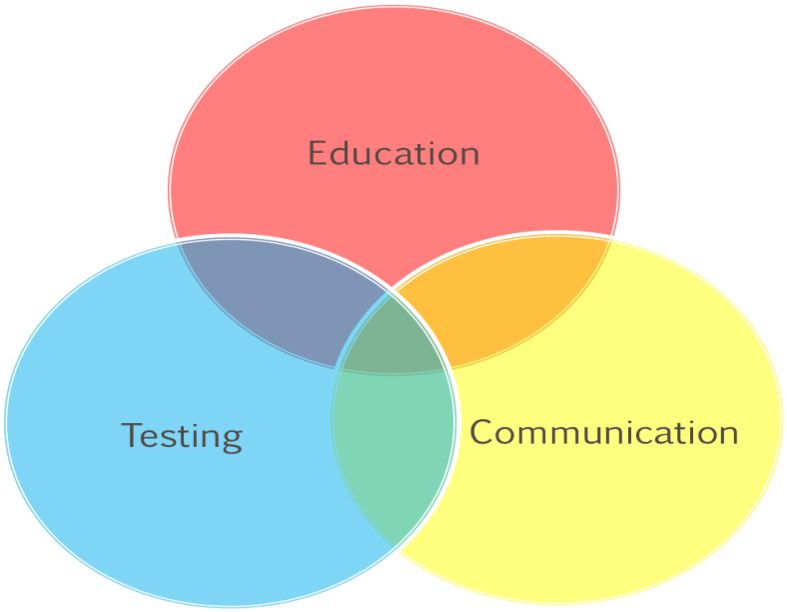
ALCOHOL AND DRUGS: Illegal drug and alcohol use is prohibited on or off campus. Use or possession of alcohol, drugs, and drug-related paraphernalia on school grounds will be an automatic dismissal. The consequences for an alcohol or drug offense off campus that is documented will include exclusion from extracurricular activities for a minimum of two weeks, and an evaluation by a professional chemical dependence clinic. Consequences may include dismissal, suspension, probation and community service.

Proposed Health and Wellness Policy

Rationale: In order to promote a safe and effective learning environment for all learners, Mount Michael Benedictine School ("Mount Michael") has made the purposeful decision to implement a program which will empower students to make responsible choices now and prepare them for future success. It will also encourage collaboration among parents, Mount Michael, and students.

There are several aspects to this policy, including:

- An educational component. This will consist of ongoing education for students of all grade levels, their parent(s)/guardian(s), and faculty and staff. Topics will include (but are not limited to) the immediate and long-term dangers of drug and alcohol use, decision-making, and care and concern for others.
- A random drug and alcohol testing component.
- A process of communication which builds communication and collaboration between Mount Michael and home.



Educational Component:

- The Mount Michael Counseling Department will develop a full range of educational components concerning the use and consequences of drugs and alcohol. These will be developed annually over the next several years, so that each student receives more information each year as he develops cognitively. The schedule will be:

- Year One: The Personal Health Risks Associated with Drug and Alcohol Use (Spring 2017)
- Year Two: How Drug and Alcohol Use Affect Families (Fall 2017)
- Year Three: Social Justice Aspect of Drug and Alcohol Use (Fall 2018)
- Year Four: The Science of Addiction (Fall 2019)

- There also will be ongoing parent sessions on an annual basis, or more frequently based on demand.
- Faculty and staff will also be given relevant materials.

Proposed Mandatory Alcohol/Drug Testing Process:

- On a regular and ongoing basis, Mount Michael students will randomly be selected by Psychemedics to submit to alcohol and drug testing via a hair sample. Psychemedics, a drug/alcohol testing company, has been contracted to provide the results of these tests to Mount Michael.
- Students must maintain appropriate head and body hair (in non-private areas) to give a sufficient sample for testing. Refusal to test or avoidance of testing will be viewed as a positive result and may be grounds for dismissal from Mount Michael.
- Samples will be sent to Psychemedics for analysis and the results will be sent to the Director of Counseling.
- If a student receives a negative test result, the Counseling Office will send a "Letter of Negative Result" home to parents or guardians with the date of the testing indicated.
- If a student receives a positive result, the following will apply:
    1. First Positive for drug and/or alcohol use:
        a. A school counselor will contact the parent(s)/guardians and request a meeting with the parent(s)/guardians and the student immediately. Parent(s)/guardian(s) of seven-day boarders will be contacted via email, with the student's dean filling in for parents as determined necessary on a case-by-case basis. All effort shall be made, however, to include the parent(s)/guardian(s) of seven-day boarders as much as possible.
        b. Students and parents/guardians will be given the test results and assistance will be offered for finding help and interventions to promote the student's wellbeing. Counselors will provide names of approved drug/alcohol agencies for a chemical dependency evaluation as a courtesy, not an endorsement of services. A chemical dependency evaluation will be encouraged, but will not be required except in the case of seven-day boarding students. The student will be allowed to participate in extracurricular activities; unless the student makes it publicly known that he tested positive.
        c. Students with a first positive will be tested again after 100 calendar days from the previous test at the expense of the student's parent(s)/guardian(s). Payment must be made in advance and within ten days following the meeting between the counselor, students, and parent(s)/guardian(s).
            i. If the first positive 100-day re-test results are negative, the student will be placed back in the random pool of test participants. Any future positive test will be regarded as a second positive.
            ii. If the first positive 100-day re-test results are positive, the student will be placed in the second positive category.
    2. Second Positive for drug and/or alcohol use:
        a. Upon notification of the second positive, the Dean of Students will evaluate the disciplinary record of the student and inform the student and his parent(s)/guardian(s) of the disciplinary consequences, up to and including dismissal from Mount Michael.
        b. If the student is permitted to continue at Mount Michael, the Dean of Students will inform the student and parent(s)/guardian(s) of any suspension from extracurricular activities.

   c. If the student is permitted to continue at Mount Michael, the second positive result will require the student to complete a chemical dependency screening at an agency approved by Mount Michael's Counseling Department and follow any recommendations of the chemical dependency evaluation within six weeks of being informed of the positive test result.
   d. Failure to follow the recommendations of the chemical dependency evaluation may result in disciplinary consequences, up to and including dismissal from Mount Michael.
   e. Students with a second positive will be tested again after 100 calendar days from the previous test at the expense of the student's parent(s)/guardian(s). Payment for this test must be made in advance and within ten days following notification of the student's status by the Dean of Students.
3. Third Positive for drug and/or alcohol use:
   a. Mount Michael will have no choice but to accept that, despite nearly a year of evaluation and support, the student is not demonstrating sufficient improvement in remaining drug/alcohol free.
   b. A third positive will lead to dismissal from Mount Michael.

Definitions/Understanding

1. The tenure of the policy is from the date of the student's enrollment at Mount Michael until the date of the student's graduation or transfer.

2. Mount Michael will exercise its discretion in applying this policy and reserves the right to make judgments in individual cases for the good of the student, his parent(s) or guardian(s), and the Mount Michael community.

3. Extracurricular activities are activities not directly related to academic curriculum, and include but are not limited to, student council, athletic teams and clubs, school organizations, and school functions.

FAQ's:

Are we doing this because we think we have a drug problem?

We are not implementing this program to address a hidden problem but to be proactive and take a stand to help our kids make good decisions about drugs before something happens that would force the issue. No school is free from this issue and we will do anything we can to help our students make good decisions. We are doing this for our students, their family, their friends, their future, and our school. We believe that we have a responsibility to help our students to make good choices that protect their health and wellness.

What time period does a standard test cover?

A standard test of one-and-one-half inches of head hair cut close to the scalp can provide a several month window to detect drug ingestion.

How soon after drug use can a drug be detected in hair?

It takes approximately 5-7 days from the time of drug use for the portion of the hair containing that drug to grow above the scalp

What is the shortest time period that can accurately be evaluated?

In most situations, the minimum time period is approximately one month. A hair test does not determine drugs used on a particular day or week.

Does chemical treatment of the hair affect the test results?

Commonly used hair procedures (e.g., shampoos, conditioners, sprays, mousses and gels) have no significant effect on results. In fact, normal hair washing helps to remove external contamination. Normal hair treatments such as bleaching, perming and dyeing generally will not significantly lower the quantitative results. If the protein matrix of the hair has been damaged to the point of breaking (cortex damage) the level of drug can be significantly affected. However, severely treated or damaged hair can be readily identified from the wash ratios and/or staining procedure.

What drugs are included in a standard hair follicle drug test?

Cocaine, marijuana, opiates (including heroin, codeine, morphine, oxycodone, hydrocodone and hydromorphone), methamphetamine, Ecstasy (MDMA), Eve (MDEA) and phencyclidine (PCP).

Will this new policy replace the current drug/alcohol policy?

No, the current policy will still be in place. This will be in addition to our policy in the student handbook.

Additional questions can be found at:

https://www.psychemedics.com/hair-drug-testing-facts-faqs/