

REVISÉD:

AOY303.1	Page 1 of 3	01/18/2018
----------	-------------	------------

	<ol style="list-style-type: none"> 2. Release the individual from employment, if such individual has already commenced the performance of his/her job duties on a temporary basis pending the outcome of the test. 3. Withdraw the individual's application for employment from further consideration. 4. Refuse to offer or consider the individual for any future employment with the School <p>A verified positive test by a student teacher or intern will constitute grounds for the School to do all of the following:</p> <ol style="list-style-type: none"> 1. Rescind the offer or approval of a placement in the School. 2. Release and dismiss the individual from student teaching or internship placement, if said individual's placement has already commenced pending the outcome of the test. 3. Refuse to offer or consider the individual for future employment with the School. <p>The prospective employee, student teacher or intern will be responsible for all fees and payments required by medical testing laboratory for the cost of the pre-employment drug test for a prospective employee, student teacher or intern.</p> <p><u>General Procedures</u></p> <ol style="list-style-type: none"> 1. All Drug tests will be conducted by a qualified medical testing laboratory approved by the School and certified by the Pennsylvania Department of Health, the National Institute for Drug Abuse (NIDA) and/or the U.S. Department of Health & Human Services (HHS). 2. The prospective employee or student teacher or intern must sign a consent form prior to being tested. 3. Test results from contracted laboratories may only be released to designated School human resources personnel. 4. The School will not disclose the fact that a test was conducted, or the results of the test, to anyone other than those district personnel having a legitimate need to know for employment-related decisions. 5. Test results will be provided to the individual tested.
--	---

	<p><u>Collection Procedure</u></p> <ol style="list-style-type: none"> 1. The School will contract with one or more qualified medical testing laboratories to serve as the collection site and to perform laboratory analysis of the sample. 2. The applicant will be required to follow all instructions and procedures established by the medical testing laboratory to identify the employee, establish proper chain of custody and preserve the integrity of the sample. 3. The medical testing laboratory will take reasonable measures to protect the privacy of the individual being tested, consistent with the requirements to maintain the integrity of the sample. 4. The sample to be tested shall consist of a urine sample. Required samples will be submitted in accordance with the medical testing laboratory's established procedures. 5. Collection and testing procedures shall include procedures to verify and confirm a positive test. <p><u>Reporting Procedures</u></p> <ol style="list-style-type: none"> 1. The School will test for the following substances: <ol style="list-style-type: none"> a. Opiates (e.g. heroin, morphine, codeine, methadone). b. Cocaine c. Cannabinoids (e.g. marijuana, hashish). d. Amphetamines e. Other narcotics and hallucinogens (e.g. phencyclidine (PCP), methaqualone (Quaalude), peyote (LSD)). 2. A test will be deemed "positive" if the test indicates any level of the above substances. 3. A test will not be deemed "positive" if: <ol style="list-style-type: none"> a. The drug for which the individual tested positive constitutes a legally prescribed medication; and b. The individual has been prescribed the medication by a licensed medical professional for a bona fide medical condition; and c. The individual disclosed the medication to the medical testing laboratory prior to taking the test. <p>References: Policies -</p>
--	---