

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT

Policy Committee Meeting

February 10, 2022 3:30 PM

SAU - Conference Room

Agenda

- I. Call to Order
 - JICH – Student Drug and Alcohol Use
 - JICH-R Procedure to be deleted
 - GEA – Hiring of Coaches

Next Regular Meeting: March 10, 2021

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: JICH
First Reading School Board: 3/18/09 Second Reading & Adoption 5/6/09 Review by Policy Committee: August 6, 2014 First Read School Board: August 20, 2014 Second Read/Adoption: September 3, 2014 Policy Committee Review: December 13, 2017 School Board First Read: December 20, 2017 School Board Second Read/Adoption: January 1, 2018 Policy Committee Review: February 10, 2022	Page 1 of 2 Category: Priority

DRUG AND ALCOHOL USE AND POSSESSION BY STUDENTS

The Oyster River School District is committed to maintaining schools that are free of tobacco, alcohol and drug use. In order to promote the highest possible standards of learning, as well as the physical, social and emotional well-being of students, this policy is designed to: aid students in abstaining from the unlawful use of prohibited substances provide for early intervention when use is detected; and provide disciplinary action when necessary. Compliance with this policy is mandatory.

Any school staff member who has reason to suspect that a student has violated this policy is expected to report the incident to the appropriate administrator immediately.

A. Prevention

The Oyster River Cooperative School District (“ORCSD”) will provide students with information and activities focused on abstaining from prohibited substances. Such information and activities will address the legal, social and health consequences of these prohibited substances and will provide information about effective techniques for resisting peer pressure to use prohibited substances. ORCSD will work in partnership with students, parents/guardians, local law enforcement officials, and other organizations as appropriate to eliminate these risks for students.

B. Intervention

ORCSD has Licensed Drug and Alcohol Counselors to provide substance abuse assessments and referrals, assist students in addressing their harmful involvement with prohibited substances and in continuing their educational program. Information will be provided, as appropriate, about tobacco, alcohol and drug counseling and treatment programs available to students.

C. Rules and Sanctions

Students will not consume, smoke, possess, furnish, sell, receive, buy, manufacture, administer, dispense or be under the influence of prohibited substances before, during and after school hours; at school in any school building, on school property or within 1,000 feet of any school property; in any school-owned vehicle or in any other school-approved vehicle used to transport students to and from school or school activities; off school property at any school-sponsored or school-approved activity, event or function (such as a field trip or athletic event) where students are under the jurisdiction of ORCSD; or at any time or place if the conduct directly interferes with the operation, discipline or welfare of the schools.

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The term “prohibited substance” shall include, but not be limited to:

1. Tobacco products mean cigarettes, cigars, snuff, smokeless tobacco, smokeless cigarettes, vaping products, e-cigarettes, liquid nicotine, products containing tobacco and tobacco in any other form;
2. Alcohol;
3. Controlled drugs or their analogs (as defined in RSA 318-B:1);
4. Controlled substances (as defined the federal Controlled Substances Act, 21 USC § 812);
5. Prescription drugs not prescribed for the student and/or not in compliance with the Board’s policy on student medications (see Policy JLCD);
6. Any substance which can affect or change a student’s mental, physical or behavioral condition, including but not limited to volatile materials such as glue, paint or aerosols (when possessed for the purpose of inhalation);
7. Steroids or other performance-enhancing substances;
8. Paraphernalia – implements used for production, distribution or consumption of a prohibited substance inclusive of vaping implements;
9. Vaping products and substances; or
10. Any look-alike or counterfeit drug or substance that is described as or is purported to be a prohibited substance.

~~Any violation of the terms of this policy shall constitute sufficient grounds for student discipline, including suspension or expulsion from school, at the appropriate discretion of the administration and the Board.~~ Any violation of the terms of this policy shall constitute a violation of a safe and orderly environment and may be sufficient grounds for student discipline including suspension or expulsion from school, as appropriate and in compliance with Policy JICD. The School Resource Officer or other appropriate law enforcement authority shall also be notified of violations of this policy.

D. Additional Sanctions and Rules for Students Participating in Extra-Curricular and Co-Curricular Activities

Students participating in extra-curricular and co-curricular activities carry a responsibility to themselves, their fellow students, coaches/advisors, parents and school to set the highest possible example of conduct, sportsmanship and training, which includes avoiding any involvement with prohibited substances.

Legal References: 21 USC § 812 (Controlled Substances Act); 21CFR Part 1300.11-15
 20 USC § 7101 et seq. (Safe Drug-Free Schools and Communities Act)
 42 USC § 290dd-2; 42 CFR 2.1 et seq.
 RSA 126k:2, 126k:6, 126k:7,175:1; 318-B:1; 318-C;193:13; 193-B; 193-D;
 571-C:2

Cross References:

- ~~JICH R – Student Tobacco, Alcohol and Drug Use Administrative Procedure~~
- JLCD – Administering Medication to Students

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Drug and Alcohol Use by Students – ADMINISTRATIVE PROCEDURE

I. Voluntary Referrals and the Licensed Drug and Alcohol Counselors

- A. Any school staff member who has a concern or is approached by a student about a substance abuse problem shall refer the student to a Licensed Drug and Alcohol Counselor.
- B. Parents/guardians or students who have a concern about a student's possible substance abuse problem are encouraged to notify a Licensed Drug and Alcohol Counselor of their concern. However, students may not use such referrals to avoid disciplinary action after a violation of Board policies.
- C. A student concerned about his or her own substance abuse may seek the assistance of a Licensed Drug and Alcohol Counselor. Self-referral will not result in any disciplinary action absent a known violation of Board policies.
- D. The Licensed Drug and Alcohol Counselor will meet with the student and his/her parents/guardians (if appropriate), perform a substance abuse assessment and develop an action plan to meet the student's particular needs.
- E. Confidentiality of student information concerning substance abuse issues shall be maintained in accordance with federal and state laws.

II. Discipline

Violations of the Student Tobacco, Alcohol and Drug Use Policy (JICH) will result in disciplinary action as described in this procedure. The School Resource Officer or other appropriate law enforcement authority shall also be notified of all violations.

The following progressive intervention and disciplinary procedures are intended as guidelines only. The administration reserves the discretion to impose consequences up to and including a recommendation for expulsion for any violation of the Board's tobacco, alcohol and drug policies. In determining the level of discipline, the administration may consider any relevant facts and circumstances, including but not limited to the nature of the violation, the student's grade level, behavior accompanying the violation, prior disciplinary record, level of cooperation and/or compliance with any action plan developed with the Licensed Drug and Alcohol Counselor.

The following sections are accumulative over a student's school career.

- A. Consuming, Possessing, Receiving or Being Under the Influence of a Prohibited Substance (Except Tobacco)
 - 1. First Offense
 - The administrator will:
 - a. Confiscate the prohibited substance and verify the offense;
 - b. Meet with the student;
 - c. Notify and meet with parents/guardians;
 - d. Notify the Superintendent and School Resource Officer; and
 - e. Suspend the student from school for three to five days.

~~The student must participate in a substance abuse assessment with the
the Licensed Drug and Alcohol Counselor.~~

~~2. Second Offense~~

~~The administrator will:~~

- ~~a. Confiscate the prohibited substance and verify the offense;~~
- ~~b. Meet with the student, parents/guardians and the Licensed Drug and Alcohol Counselor to develop a follow-up plan;~~
- ~~c. Notify the Superintendent and School Resource Officer; and~~
- ~~d. Suspend the student from school for five to seven days.~~

~~If the student fails to comply with the follow-up plan developed with the
Licensed Drug and Alcohol Counselor, this may result in further disciplinary
action.~~

~~3. Third Offense~~

~~The administrator will:~~

- ~~a. Confiscate the prohibited substance and verify the offense;~~
- ~~b. Meet with the student, parents/guardians and the Licensed Drug and Alcohol Counselor to develop a follow-up plan;~~
- ~~c. Notify the Superintendent and School Resource Officer; and~~
- ~~d. Suspend the student from school for ten days and recommend expulsion.~~

~~B. Furnishing, Selling, Buying, Manufacturing, Administering or Dispensing Prohibited Substances (Except Tobacco)~~

~~1. First Offense~~

~~The administrator will:~~

- ~~a. Confiscate the prohibited substance and verify the offense;~~
- ~~b. Meet with the student and his/her parents/guardians;~~
- ~~c. Notify the Superintendent and School Resource Officer; and~~
- ~~d. Suspend the student from school for 10 days and recommend expulsion.~~

~~C. All Tobacco Violations~~

~~The administrator will:~~

- ~~a. Confiscate the prohibited substance and verify the offense;~~
- ~~b. Meet with the student;~~
- ~~c. Notify and meet with parents/guardians;~~
- ~~d. Notify the Superintendent and School Resource Officer;~~

~~The disciplinary range for violations includes detention, in-house or out-of-school suspension. Repeated violations may result in a recommendation for expulsion.~~

~~The student may also be required to participate in a substance abuse assessment with the Licensed Drug and Alcohol Counselor.~~

~~D. Procedures at School Functions~~

~~If a violation of this policy occurs at a school function, staff will take the following steps:~~

- ~~1. If there is a medical emergency, follow standard school procedures~~
- ~~2. Remove the student from the function and/or return the student to school. Do not leave the student unsupervised.~~
- ~~3. Call the parents/guardians (or emergency contact) to pick up the student.~~
- ~~4. Notify the building administrator (and Superintendent if appropriate).~~

~~5. Notify the School Resource Officer.~~

~~The administrator will follow the disciplinary procedure outlined in this policy.~~

~~Cross Reference: JCH Drug and Alcohol Use and Possession by Students~~

TO BE DELETED

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT	Policy Code: GEA
Policy Committee: 12 10 20 & 03 11 21 School Board First Read: March 17, 2021 School Board Second Read Adoption: April 7, 2021 Policy Committee Review: February 10, 2022	Page 1 of 1

HIRING OF COACHES

Selection Process

Notices of all Oyster River Cooperative School District vacancies for athletic coach positions will be posted at the school and will be advertised as necessary, to be determined by the Superintendent.

All open positions will be advertised. The athletic director and/or principal will screen applications for appropriate qualifications, competencies, and experience. The athletic director and principal will conduct interviews. The athletic director and principal will check references. The Superintendent will make the recommendation for hire to the School Board for approval each year.

All persons approved by the Board for coaching positions will be subject to criminal background checks, consistent with Board Policies GBCD and IJOC. Persons who have been selected for coaching positions may be hired on a conditional basis, pending a successful completion of the criminal records check.

Coaches Eligibility

Persons selected for coaching positions must meet the "Coaches Eligibility" criteria established by the New Hampshire Interscholastic Athletic Association (NHIAA). Coaches must also receive ongoing and continuing education and training as required or recommended by NHIAA

Additionally, persons selected for coaching positions must be at least 21 years of age, have a valid driver's license and have at least a high school diploma.

Compensation

Coaches will be compensated at the rate established in the district's operating budget and/or collective bargaining agreement, if applicable.

Continuation and Dismissal

All coaching positions will be for one season only. The athletic director and principal will make re-appointment proposals for the following season. The recommendation for re-appointment will be made by the Superintendent and forwarded to the School Board for approval.

A coach may be dismissed from his/her duties at any time for unprofessional conduct, violation of School Board policies, violation of expectations and responsibilities, and/or any unethical behavior that places students in danger or places the District in an unprofessional light.

Code of Ethical Conduct

Coaches are required to adhere to all school board policies relative to codes of conduct, behavior, and expectations. Additionally, coaches are required to adhere to all standards of sportsmanship established in School Board policies and/or by NHIAA.

Violation of any code of conduct may result in immediate termination and/or dismissal.

Cross Reference:

GBCD – Background Investigation and Criminal Records Check

IJOC - Volunteers

Legal References:

RSA 189:13-a, School Employee and Volunteer Criminal History Records Check

<http://www.nhiala.org/PDFs/2147/coacheseligibility.pdf>