

1                                   **SECTION IX – SAFETY CONDITIONS OF EMPLOYMENT**

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3     The District and the Union agree that teachers have a right to personal safety on school  
4     premises or when involved in the discharge of their duties and to an environment free  
5     from unnecessary disruption. It is the joint responsibility of the District and the  
6     employees to provide this environment.

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8     **Teacher Protection**

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10    Bargaining unit employees may use reasonable means to protect themselves from  
11    attack, to protect other persons or property, or to quell disturbances threatening physical  
12    injury to others.

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14    Any abuse of school personnel, assault or battery upon school personnel or any threat  
15    of force or violence directed toward school personnel involved in the discharge of their  
16    assigned duties shall be reported by employees to their immediate supervisor and to the  
17    appropriate law enforcement authorities. Employees shall complete required reports of  
18    such violations as soon as practical.

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20    The employee’s supervisor shall report to the appropriate law enforcement authorities  
21    any incident in which a school employee is attacked, assaulted, or threatened by any  
22    student.

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24    **Working Conditions**

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26    Members of the bargaining unit shall immediately report in writing all unsafe conditions  
27    to their immediate supervisor.

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29    Any member of the unit may submit written recommendations to the immediate  
30    supervisor regarding the maintenance of safe working conditions, facilities, and  
31    equipment repairs and modifications, and other practices designed to ensure  
32    compliance with the provisions of the School District’s fire and liability insurance. The  
33    District shall investigate and advise, in writing, the Unit member of any findings and  
34    suggested corrective action if any.

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36    **Student Discipline**

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38    A teacher may suspend, for good cause, any pupil from his/her class for the day of the  
39    suspension and the day following. The teacher shall immediately report the suspension  
40    to the principal or designee for appropriate action. As soon as possible, the teacher  
41    shall ask the parent or guardian of the pupil to attend a parent-teacher conference  
42    regarding the suspension. A school administrator shall attend the conference if the  
43    parent or guardian so requests. The pupil shall not be returned to the class from which  
44    he or she was suspended during the suspension without the mutual consent of the  
45    teacher and supervisor.

- 1 Teachers shall be provided, consistent with safeguarding of private information, with the
- 2 names of pupils known to be afflicted or suffering from physical and/or emotional
- 3 problems as soon as it is practical in the school year.
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