

EMPLOYEE SECURITY

For additional information on this subject, see the current employee agreement(s) with

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
TRACY CHAPTER 98**

EMPLOYEE SECURITY (continued)

The Governing Board desires to provide a safe, orderly working environment for all employees. When violence is directed against an employee and the employee so notifies the district, the district shall take steps to ensure that appropriate legal measures are instituted. When the employee notifies the district of a threat of bodily harm, the district shall provide a means by which the employee may request immediate assistance if an attempt occurs on school grounds.

The Superintendent or designee shall ensure that employees are informed, in accordance with law, regarding crimes and offenses by students who may pose a danger in the classroom.

When violence is directed against an employee by any individual and the employee so notifies the District, the District shall take steps to ensure that appropriate legal measures are instituted. When the employee notifies the District of a threat of bodily harm, the District shall take appropriate measures to enable the employee to request assistance if an attempt occurs on school grounds.

The Superintendent or designee shall ensure that employees are trained in crisis prevention and intervention techniques in order to protect themselves and students. Staff development may include training in classroom management, effective communication techniques and crisis resolution.

The Board recognizes that access to two-way communications devices allows employees to call for assistance from their supervisor or law enforcement in the event of a threat of violence or medical emergency. The District shall provide such communications devices in classrooms to the extent possible.

Legal Reference:

EDUCATION CODE

32210-32212 Willful disturbance, public schools or meetings

32225-32226 Communication devices

35204 Contract with attorney in private practice or use of administrative advisor

35205 Contract for legal services

35208 Liability insurance

35213 Reimbursement for loss, destruction or damage of school property

44014 Report of assault by pupil against school employee

EMPLOYEE SECURITY (continued)EDUCATION CODE (continued)

44807	Duty concerning conduct of student
48900	Grounds for suspension or expulsion
48902	Notification of law enforcement authorities if student violates assault or controlled substance provision
48904	Parental liability
48905	Injury or damage to person or property of school District employee; request for legal action
49079	Notification to teacher; student who has engaged in acts constituting grounds for suspension or expulsion
49330	Definition of injurious object
49331	Removal of injurious object from possession of pupil by designated employee

GOVERNMENT CODE

995-996.4	Defense of public employees
3543.2	Scope of representation

PENAL CODE

71	Threatening public officers and employees and school officials
240	Definition of assault
241.2	Assault on school or park property against any person
241.3	Assault against school bus drivers
241.6	Assault on school employee includes board member
242	Definition of battery
243	Battery; definition of "injury" and "serious bodily injury"
243.2	Battery on school or park property against any person
243.3	Battery against school bus drivers
243.6	Battery against school employee includes board member
245.5	Assault with deadly weapon; school employee includes board member
601	Trespass by person making credible threat
626.9	Gun-Free School Zone Act of 1995
626.10	Exceptions to bringing weapons on school grounds
646.9	Stalking
12403.7	Weapons approved for self defense

EMPLOYEE SECURITY (continued)

CIVIL CODE

527.8 Workplace violence safety act

WELFARE AND INSTITUTIONS CODE

827 Juvenile court proceedings; reports; confidentiality

828.1 District police or security department, disclosure of juvenile records

Policy Adopted:

TUSD: 11/25/97