

ADMINISTRATIVE REGULATION

No. 314

Board of Trustees
Douglas County School District

CERTIFIED STAFF

STAFF PROTECTION

An important factor in maintaining an effective educational environment in the schools is the provision of an atmosphere in which both pupils and faculty feel personally safe and comfortable. Where abuse of the individual is permitted to go unchecked, concern for personal safety will override the element of teacher-pupil interaction so necessary for quality education. For this reason, preventive measures are needed to protect pupils and staff members from physical and verbal abuse and to deal swiftly and effectively with such incidents when they occur. Concern should be focused on guarding the teacher's roles as educator and authority figure by protecting staff from abuse, whether from students, parents, or other adults. An employee who is threatened with harm shall notify his principal or supervisor immediately, and steps shall be taken at once to protect the employee's safety.

The Douglas County School District shall carry liability insurance on all its employees that guarantees them coverage and protection in case of suit or claim of damage resulting from accident or incident occurring while in the pursuit of their official duties. The District shall not, however, be obligated to assume any costs or judgment held against the employee when such damages are proved to be due to the employee's willful negligence, violation of law, or criminal act, as determined by a court of law.

If a person who is or was employed by the Douglas County School District is charged by criminal complaint with assault, battery or a similar crime as a result of his or her actions in attempting to maintain a safe or peaceful school environment, the District shall, as soon as practicable, provide for the legal defense of the employee in that case. The District shall not require a waiver of the attorney-client privilege as a condition of providing the defense.

In any case in which the District is required to provide for an employee's legal defense as to criminal charges, the court shall include in its judgment a finding as to whether the conduct of the defendant which was alleged to be criminal was within the scope of his or her employment and whether the conduct was malicious or wanton.

If the court finds that the conduct of the defendant was not within the scope of his or her employment or was wanton or malicious, the employee or former

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employee is liable to the school district for the amount expended by the school district for his or her defense.

The Principal shall be responsible for contacting each employee of the on-site staff who is known to have consistent contact with a pupil or who has a history, within the preceding three years, of unlawfully causing, or attempting to cause, serious bodily injury to any person. This information will be provided to the employee on the attached [form](#). The information shall be considered confidential and must not be further disseminated by the employee to whom the information is provided.

The Principal shall provide this information, based upon any written records that the District maintains or which it receives from a law enforcement agency. The District need not initiate a request for such information from any source.

[See Policy related to this Administrative Regulation](#)

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