

February 7, 2024

BEA Item 4

Article IV, Teacher Rights
Section 13. Safety and Security

The Burnsville Education Association and the Burnsville-Eagan-Savage Public School District care deeply about students' and staff safety and support the district's core values including setting a high bar for behavior expectations which allows for all to learn.

Subd. 1. Anytime a staff member is harassed verbally, sexually, or physically by a student the incident will be documented on a mutually agreed upon standardized form. The staff member and the principal or principal's designee will complete the form. Completed forms will be shared with the BEA President and Superintendent or Superintendent's designee prior to the monthly Labor Management Collaborative Team meeting.

Subd. 2. Any time a staff member is subject to ~~Teachers shall not be subjected to harassment, inappropriate behavior, or intimidation by a parent or any other person in the performance of the teacher's duties the incident will be documented on a mutually agreed upon standardized form. The staff member and the principal or principal's designee will complete the form. Completed forms will be shared with the BEA President and Superintendent or Superintendent's designee prior to the monthly Labor Management Collaborative Team meeting.~~

Subd. 3 Pursuant to MS. 121.64, all teachers will receive notice from the administration prior to placement of a student with a history of violent behavior in their classroom.

Subd. 4. A teacher absent from work as the result of workplace violence, traumatic event (an event that causes a strong emotional reaction/mental distress that may temporarily interfere with the teacher's ability to function) or threat ~~or~~ while acting in a capacity for the District will receive up to five (5) days of paid leave, not to be charged for sick leave or any other leave. In order to be eligible for this leave, the teacher must submit an injury/workplace incident report form to their building Principal.

Subd. 5. A teacher absent from work as a result of workplace violence while acting in a capacity for the District will not be charged with a loss of sick leave or any other leave for the length of time required for recovery, nor for any recurrence thereof. An absence under workers' compensation will limit the obligation of the District to the difference between workers' compensation and the teacher's daily rate of pay as of the date of continuous absence. This paid leave will cease when the teacher satisfies the qualifying period for long-term disability.

Subd. 6. ~~Teachers shall not be subjected to harassment, inappropriate behavior, or intimidation by a parent or any other person in the performance of the teacher's duties. Teachers shall report such prohibited behavior to their supervisor.~~ The ISD 191 Superintendent and BEA President will work together to form a Labor Management Collaborative Team to convene for the first time no

later than April 1, 2024. Once a month the data, with student names redacted, will be sent to the BEA president and assistant superintendent for review and shared with the Labor Management Collaborative Team. The ISD 191 Superintendent and BEA President will work together to form a Labor Management Collaborative Team to convene for the first time no later than December 1, 2023. A summary of the Labor Management Collaborative Team meeting will be shared with the School Board after each meeting.

Labor-Management Collaborative Team structure

The labor-management committee (LMCT) on restorative practices will include representation from the following. Additional members can be added by mutual agreement of the Superintendent and BEA President. Board Policy 506 - Student Discipline will be reviewed and discussed at each Labor-Management Collaborative Team meeting.

- a) Up to 3 School Board members
- b) Superintendent and/or Assistant Superintendent of schools
- c) The BEA President
- d) 1-3 building principals
- e) 3-6 teacher representatives appointed by the Burnsville Education Association

Subd. 7. ISD191 will provide training on de-escalation strategies for all BEA members annually, beginning in 2024. Deescalation training and/or other training related to de-escalation strategies will be provided by a trained/licensed professional. All building administrators will attend all training related to de-escalation strategies at their building or site.

Blue highlight with black text is NEW from the BEA on January 4, 2024

Green highlight with black text is NEW from the BEA on January 24, 2024

Grey highlight with black text is NEW from the BEA on February 7, 2024