

## ARTICLE 9: SAFE LEARNING ENVIRONMENT

The parties agree safety and fostering appropriate student behaviors are important priorities, requiring mutual efforts to ensure a safe learning environment. All staff, including administrators, will share in the responsibility for the well-being of all.

### A. Student Conduct Procedures

#### 1. Student Conduct Plan

Each school shall develop and distribute to all members a plan for how student conduct will be supported, which includes who is in charge when administrators are unavailable. Student conduct plans shall encompass **staff guidance and** provisions for ~~restorative practices classroom~~ **student behavior supports** for teachers **and other staff**, and the procedure for student removal from class as outlined in Article 9.A.2. By June 1, all members in the building will have input into the ~~school~~ **student** conduct plan, with an opportunity to suggest revisions for the following year. Staff **shall** ~~will have an opportunity to~~ discuss this plan during pre-service week and all staff, including administrators, shall be expected to follow the student conduct plan. This plan will be implemented when students arrive. **Additionally, the plan shall be reviewed by all staff in the building, including administrators, and may be revised within the first month of the second semester.** Plans will follow the template in Appendix G.

#### 2. Imminent Threat

When, in the judgment of the **bargaining unit** member, a student's behavior poses an imminent threat to the health, safety or welfare of other students or staff or rises to the level of extremely disruptive behavior requiring immediate action by the member to prevent harm to students and/or staff, the member shall be authorized ~~to send the student or students~~ **to seek assistance to escort the student or students** causing the ~~disciplinary problem~~ **extremely disruptive behavior** to the administrator's office or a designated place for the balance of the class period or, at the elementary schools, until the next natural transition (i.e. **e.g.** recess, specials, lunch, or break).

#### 3. Administrative Support

After a student is sent to an administrator/**designee** in accordance with A.2 above a ~~restorative conference~~ **re-entry conversation** between the administrator, the student, the parent or guardian (where possible), and the **bargaining unit** member will be scheduled by the administrator/**designee** upon request of the member **or**

administrator/designee. Written behavioral referrals to the administrator/designee will be responded to in written or verbal form about the action taken within two (2) student contact days of submission.

#### **B. Juvenile Information**

When notified by law enforcement or juvenile authorities, the District will provide information concerning adjudicated students enrolled in District schools and information about the nature of their offense. School officials will set up procedures so this information will be available, in accordance with the law, to members who have “a need to know” as a result of an assignment to teach or supervise the student.

#### **C. Behavioral Information**

Within legal parameters, student 504 plans and IEP's (including behavioral goals and required behavioral modifications) will be made available as soon as possible to all bargaining unit members assigned to teach students eligible for special education under state and federal law. ~~Members with concerns about students with behavioral or health issues shall contact a building administrator.~~  
**Bargaining unit members with questions about a student's behavioral or health plan shall contact the case manager and building administrator.**

#### **D. Behavioral Goals**

Student behavioral goals and required modifications, set up by a prior team, may be modified in a team meeting requested by a current bargaining unit member.

#### **E. Consistent Discipline**

All schools shall have an annual in-service on the Student-Family Handbook and the ~~school~~ student conduct plan outlined in Article 9-A-1. **Bargaining unit members** with questions about student discipline may contact their administrator.

#### **~~F. Equitable Policies~~**

~~The Association shall be allowed two (2) seats on the District's Equitable Policies Taskforce. Those members shall be selected and appointed by the Association.~~