

ARTICLE VIII
SAFETY AND WELL-BEING

- A. The unit member shall make every effort to call to the attention of the immediate administrator any hazardous working condition of the physical school/work location.
1. The immediate supervisor shall investigate said reported unsafe condition and advise those unit members in writing of any findings and suggested corrective action. (This is for issues not able to be addressed in the established work order system.) If the unit member does not receive a response in writing from the immediate supervisor within five (5) work days, they will follow the District's established communication process for receiving support to address the unsafe condition, a copy of which will be provided to all members through the annual notifications each school year and posted on the Staff Resources section of the District's website. The district will abide by all applicable laws for a safe work environment including prioritizing safety-related repairs or modifications, and providing adequate hygiene products.
 2. If the reported condition or circumstance is not fixed or addressed within three (3) days of notification to the appropriate district administrator, the District will let the employee know what the timeline will be to resolve the condition or circumstance or why it will not be resolved.
 3. Members shall not be required to work in unsafe or hazardous conditions, or to perform tasks which endanger their health, safety, or well-being. In any such instance, members will be given an appropriate alternative until the hazardous or unsafe condition is resolved.
- B. Each classroom or workspace shall be provided with a Standard Red Cross first aid kit for the unit member's use. Unit members are responsible for communicating when supplies have been depleted and need to be replaced.
- C. Members shall be provided with a cabinet or drawer that has the availability to lock for the purpose of storing their personal items.
- D. Members shall be provided with lighting and security at night functions that are part of their duties, adjunct or otherwise.
- E. For certain crimes, the District may post rewards for information, consistent with Government Code 53069.5.
- F. Pursuant to Education code 49079, the District shall:
1. Inform members who have an educational interest of every student who has engaged in, or is reasonably suspected of, actions that at any time during the previous three (3)

years which could constitute grounds for suspension or expulsion under Education Code 48900.

2. Maintain and update records of this information on a continuous basis. Members who have an educational interest will be informed of these updates in a timely manner. Any record entry will have its author explicitly stated.

“Educational Interest” shall be defined as any member primarily responsible for the student in question (e.g. teacher, speech pathologist, counselor, or nurse), or secondarily responsible in the course of the member’s duties (e.g. general supervision such as bus areas, yards, field trips, halls, and places for eating or recreation).

- G. A minimum of two (2) dedicated security personnel will be on secondary campuses and one (1) dedicated security personnel will be on TK-8 campuses during workdays, where the student body is four hundred (400) students or greater. On secondary campuses where student enrollment is under four hundred (400) students, a minimum of one (1) dedicated security personnel will be on campus during the workday. In the event of absenteeism, site or district administration will provide coverage. For every additional four hundred (400) students enrolled at a given campus, the district will increase the minimum security personnel allotment by at least one (1). Enrollment will be calculated as of CBEDS annual reporting day (October).
- H. At their discretion, the principal or designee may refuse to register visitors whose acts would disrupt normal school operations, threaten the health or safety of students or staff, or cause problems.
- I. Members shall be provided with a method of direct communication with the principal or designated person-in-charge for use in any emergency where physical harm is evident (including behavior patterns of students and/or their guardians) or immediate assistance is required.
- J. The District will have a plan in place that establishes responses and educational alternatives in the event of a natural disaster or emergency.
- K. In the event of an epidemic or disaster, normal compensation will not be affected.
- L. A member may use reasonable force, as necessary, to protect themselves from attack, to protect another person or property, to quell a disturbance threatening physical injury to others, or to obtain possession of weapons or other dangerous objects upon the person or within control of a student.
- M. Behavior which is not conducive to the positive classroom environment, as set forth in Education Code sections 48900, 48900.2, 48900.3, 48900.4 and 48900.7, shall be cause for removal of a student from a classroom. A teacher may suspend a pupil from class by complying with Education Code section 48910. Administration must also comply with

Education Code section 48910.

- N. Administrators will assist members who have been or are being assaulted while acting in the discharge of their duties. Unit Members will report cases of assault suffered by them in connection with their employment to the administrator or designee who shall immediately take appropriate action in accordance with the District's workplace violence prevention plan. Upon notification, the administrator shall acknowledge in writing the receipt of the report. Upon request from the member or the association, the Superintendent or Designee will act as a liaison between the member and other community agencies.
1. Such report shall be immediately forwarded to the Superintendent's designee who will provide an appropriate response to the member's request(s) for information related to the incident.
 2. Site administration will facilitate informing teachers about students who have engaged in or are reasonably suspected of engaging in specific acts described in various subdivisions of Section 48900, excluding subdivision (h), and Sections 48900.2, 48900.3, 48900.4, or 48900.7 Teachers are required to maintain confidentiality of this information.
- O. Sites will implement a safety committee that will have at least two (2) meetings per year to discuss site safety and the school wide safety plan. Whenever possible, this committee will include, at minimum, one general education and one special education teacher.
- P. The District Safety Committee will meet at least three (3) times a year to study safety issues that affect sites.
1. The safety committee will make recommendations on annual staff training, safety policies for employees, physical plant safety improvements, in addition to district wide and school wide safety plans.
 2. The safety committee will make recommendations to develop and implement annual safety training for bargaining unit members.
 3. The safety committee will give a yearly report to the Board of Trustees.
- Q. At each site, walkie-talkies will be made available at a central location(s) for members to use for assigned duties. Members will have access to pick up a walkie-talkie prior to their duty, and need to drop it off after their duty in order to ensure that other members will have access to charged walkie-talkies for their duties during the next duty cycle.
- R. Whenever routine classroom and site procedures have been followed, and a student continues to exhibit behaviors which create a physically unsafe environment or prevents the teacher from continuing with regular classroom procedures due to significant disruption, the unit member

may inform the principal or designee. The principal or designee shall arrange for a meeting which includes site administration and appropriate staff to assist with the appropriate next steps for supporting the student.

The parties acknowledge that a variety of resources, supports, and procedures (including, but not limited to, SST, PBIS, Restorative Practices, Behavior Matrix, MTSS, IEPs, and Section 504 plans) are available to assist bargaining unit members.

If the disruption persists or reoccurs after support has been provided to the student, the unit member and the site administrator and/or designee shall continue to discuss and attempt to identify and implement a resolution. This may include interventions, progressive supports, and, when appropriate, progressive discipline for the student, while ensuring that students continue to receive a Free Appropriate Public Education (FAPE). The resolution may also include progressive support and/or training for the unit member.

To promote clarity and consistent understanding of these resources, supports, and procedures among bargaining unit members and site administrators, the parties agree that no later than June 30, 2026, the existing Consultation Committee (Article XXI) shall recommend an approach for ensuring that all bargaining unit members are informed of the appropriate steps to take and how these resources are implemented across the District. These recommendations will be reviewed by the Association president and the Superintendent or designee to confirm the manner of training necessary for unit members and administrators prior to the start of the 2026-27 school year.