



Personnel

Employee Security

The Governing Board desires to provide a safe, orderly working environment for all employees. As part of the district's comprehensive school safety plan, the Superintendent or designee shall develop strategies for protecting employees from potentially dangerous persons and situations and for assisting them in the event of an emergency situation.

(cf. 3515 - School Safety and Security)

(cf. 5131.4 - Campus Disturbances)

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.

(cf. 4131 - Staff Development)

(cf. 4231 - Staff Development)

(cf. 4331 - Staff Development)

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.

(cf. 5141 - Health Care and Emergencies)

Employees may not carry or possess pepper spray on school property or at school activities.

(cf. 4118 - Suspension/Disciplinary Action)

(cf. 4218 - Dismissal/Suspension/Disciplinary Action)



BOARD POLICY

BP 4158/4258/4358

Adopted: 4/28/98

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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
- 44807 Duty concerning conduct of students
- 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



BOARD POLICY

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Legal Reference continued:

- 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
- 290 Registration of sex offenders
- 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
- CIVIL CODE
- 51.7 Freedom from violence or intimidation
- CODE OF CIVIL PROCEDURE
- 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

Replaces BP 4158/4258/4358 (8/90)