ARTICLE VIII
SAFETY AND WELL-BEING

A. The classroom teacher shall make every effort to call to the attention of the immediate administrator any hazardous working condition of the physical school.

1. The immediate supervisor shall investigate said reported unsafe condition and advise those unit members in writing of any findings and suggested corrective action.

2. If the reported condition is not fixed within three (3) days of the receipt of the form by the Director of Maintenance and Operations, the District will let the employee know what the timeline will be or why it will not be fixed.

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.

B. Each teacher shall be provided with a Standard Red Cross first aid kit for his/her classroom use.

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. The District will post rewards for certain crimes.

F. Pursuant to Education code 49079, the District shall:

1. District shall 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 K-8 campuses during workdays, where the student body is five hundred (500) students or greater. On secondary campuses where student enrollment is under five hundred (500) 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.

H. At his/her 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 in the case when 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 himself/herself 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.

N. Administrators will assist members who have been or are being assaulted while acting in the discharge of their duties.

0. 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.

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.