

**Sacramento City Unified School District
Initial Proposal to Sacramento City Teachers Association
Article 11, Safety Conditions**

July 20, 2021 [District response to SCTA's proposal of May 12, 2021]

Unless otherwise reflected below, the District rejects SCTA's proposed amendments to Article 11 that were presented to the District on May 12, 2021.

ARTICLE 11 - SAFETY CONDITIONS

11.1 Teachers shall not be required to work under unsafe or hazardous conditions, or to perform tasks which endanger their health, safety or well-being. [Moved from 11.4]

11.1.1 Teachers will be provided a means of directly communicating a need for assistance to the principal or designated person in charge in the case of any emergency when a potential for physical harm is evident or immediate assistance is required. [Moved from 11.4.1]

~~The Superintendent or designee will negotiate with the Association to establish a Discipline Matrix that will serve as guide to school sites with regard to suspension and expulsion of students based on California Education Code. Upon request of the Association or of the District, school sites can further mutually refine this matrix to explicitly discuss particular school needs or address problem school areas (such as the playground) or times of the day (such as after lunch) but elements in the matrix shall be applied equally.~~

11.1.2 Teachers shall be provided lighting and security at night functions which are approved school activities. [Moved from 11.4.2]

11.1.3 A teacher may use reasonable force, as is 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 as permitted by law.

11.2 Schools are strongly encouraged to use alternative means of correction such as participation in programs that are restorative with positive behavior supports that included tiered interventions and other forms of correction that focuses on keeping students in school and learning.

11.2.1 The District will provide resources and support that will be available to all teachers to implement and sustain alternative means of correction (particularly restorative practices) described in the preceding paragraph.

11.23 ~~Administrators will assist~~ Teachers who have been or are being assaulted while acting in the discharge of their duties will receive appropriate assistance from the District.

11.3.4 In the case of threat, assault, and/or battery upon a teacher and upon request from the teacher, the local site administrator shall explain the relevant California Education Code code sections to the affected teacher and shall assist the teacher in completing the written report of the incident on the appropriate form. The administrator in charge shall notify the police. If a formal complaint is to be made, it is the teacher's responsibility to file such complaint with the ~~proper~~ law enforcement authorities ~~but~~ and, if requested, the administrator in charge shall lend assistance as requested. Any information in the possession of the District not privileged under the law and relating to the assault will be made available to the teacher upon request.

- 11.34.1 Upon request the District shall transmit to the Association a report of all such incidents of threat, assault and/or battery upon a teacher that have been recorded. In recognition of the District's workload, such requests shall be limited to one (1) per school year. The Association shall pay for all relevant costs of compiling and producing the report.
- ~~11.4 Teachers shall not be required to work under unsafe or hazardous conditions, or to perform tasks which endanger their health, safety or well being. [Moved above to 11.1]~~
- ~~11.4.1 Teachers will be provided a means of directly communicating a need for assistance to the principal or designated person in charge in the case of any emergency when a potential for physical harm is evident or immediate assistance is required. [Moved above to 11.1.1]~~
- ~~11.4.2 Teachers shall be provided lighting and security at night functions which are approved school activities. [Moved above to 11.1.2]~~
- 11.5 A teacher may suspend, for the day of the suspension and the day following, any pupil from his/her class for any of the acts enumerated in consistent with the Education Code and all applicable District policies and regulations. The teacher shall immediately report the suspension to the principal of the school and send the pupil to the principal for appropriate action. ~~If that action required the continued presence of the pupil at the school site, the pupil shall be under the appropriate administrative supervision. As soon as possible, the teacher shall ask the parent or guardian of the pupil to attend a parent-teacher conference regarding the suspension. The pupil shall not be returned to the class from which he/she was suspended, during the period of the suspension, without the concurrence of the teacher of the class and the principal.~~
- ~~11.5.1 A pupil suspended from a class shall not be placed in another regular class during the period of suspension without the permission of the receiving teacher. However, if the pupil is assigned to more than one class per day, this section shall apply only to other regular classes scheduled at the same time as the class from which the pupil was suspended.~~
- ~~11.5.2 The teacher of any class from which a pupil is suspended may require the suspended pupil to complete any assignment and tests missed during the suspension.~~
- 11.6 ~~To the extent required by law, the District will provide information to members of the bargaining unit to make them aware of the provisions of the Education Code which provides for exclusion of any student the teacher of record of any student assigned to his or her class who has engaged in or is reasonably suspected to have engaged in actions which are grounds for suspension or expulsion consistent with District Board policies and regulations and the Education Code.~~
- 11.7 Consistent with Board policy and regulation, ~~the~~ Board shall reimburse employees for any damage or destruction of clothing or other items of personal property brought in and removed each day while on duty in the school, on the school premises, or at a school-sponsored activity as per District policy.
- 11.8 The District shall provide written current procedures for control of loiterers and unauthorized persons on or adjacent to school sites to every member of the bargaining unit and copies shall be posted in prominent locations on the school site.
- 11.9 In the interest and protection of students and teachers, ~~the Board shall commit the school District to will~~ cooperate closely with all law enforcement agencies in matters involving employees of mutual concern.
- ~~11.10 Whenever information comes to the principal's attention which clearly identifies a student with a history of behavior which has been of concern to the safety of others, and which information is not privileged under the law, the principal shall inform the teacher(s) to whom the student is assigned as soon as reasonably possible.~~
- 11.11 For the protection of students and staff, each teacher shall be provided with a copy of the on-site emergency and disaster plan which has been developed for the school to which he/she is assigned.

- 11.12 A collection of the pertinent ~~discipline codes~~ Board policies and regulations delineating the rights and duties of all teachers with respect to student discipline shall be presented to each teacher ~~and made available to each parent~~ annually.
- 11.13 Teachers who are required to supervise students in activities other than the classroom and without the presence of an administrator will have the authority and responsibility to enforce state laws, District policy and regulation and, school ~~discipline code, and building~~ rules.
- ~~11.13.1 Each building principal shall establish a chain of command to supervise in his/her absence.~~
- ~~11.14 Except in an emergency at least two (2) adults will be on duty at each Children's Center at all times, unless the affected teacher, in conference with the site supervisor, agrees to schedule aide time in another manner.~~
- ~~11.14.1 Each Children's Center Supervisor shall provide and post his/her weekly work schedule at each site under his/her supervision prior to effective date.~~
- ~~11.14.2 An adequate safe shall be provided at each Children's Center for the secure storage of money.~~
- 11.154 ~~School principals shall make e~~Every effort will be made to provide secured storage space for employees' personal property brought in and removed every day (e.g., clothing, watches, eyeglasses, etc.).
- ~~11.165 Adequate and safe transportation of employees for authorized field trips shall be provided as available and necessary at every school.~~
- ~~11.17 A teacher who participates in a student parent conference that gives formal notice of proficiency test deficiencies shall be held harmless by the District in any litigation by a parent or student.~~
- 11.14 The District shall maintain and provide to the Association its Cal-OSHA Injury and Illness Prevention Program on at least an annual basis, or when it has been revised.