

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

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.

11.12 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 re