ARTICLE III: GENERAL RIGHTS AND RESPONSIBILITIES

SECTION F: CLASSROOM CONTROL

1. SPS will support and uphold employees in their efforts to maintain a safe and welcoming environment in accordance with SPS policies and SPS Student Rights and Responsibilities. Using professional judgment, the employee will request assistance if a student substantially disrupts the classroom environment and will provide written information/requests for assistance as required. Substantial disruption means significant interference with instruction, school operations or school activities, violent physical or verbal altercations between students, or a hostile environment that significantly interferes with a student’s education. It will be the responsibility of the appropriate administrator to provide assistance in an immediate or timely fashion consistent with the circumstances.

2. Consistent with SPS discipline procedures, the principal and certificated employees of each building will confer at least annually for the purpose of developing and reviewing building discipline standards and the enforcement of those standards. (WAC 392-400-110).

3. Employees are required by law to maintain a suitable environment for learning, and administrators have the responsibility for maintaining and facilitating the educational program. A student who by their behavior is substantially disrupting the classroom environment may be removed from a class pending action by SPS, subject to the provisions of SPS regulations and procedures in accordance with State law and Chapter 392-400 WAC. Students will be removed from the classroom only for the violation of established rules as set forth in the SPS Statement of Rights and Responsibilities, the laws of the State of Washington, Chapter 392-400 WAC, or the rules and regulations of SPS and the Federal Government.

4. A student may be removed immediately from a class, subject or activity by a certificated teacher and sent to the building principal/program manager or other designated school authority provided the teacher has good and sufficient reason to believe the student's presence poses an immediate and continuing danger to the student, other students, or school personnel or is an immediate and continuing threat of substantial disruption of the class, subject, activity or educational process of the student's school, according to Chapter 392-400 WAC as now or hereafter amended.

5. The student will remain out of the class, subject or activity only until the danger or threat ceases or until the building principal/program manager or other designated school authority acts to conference with student about behavior, impose discipline or short-term suspension, initiates a long-term suspension or expulsion, or imposes an emergency expulsion.
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6. Prior to the time the student is returned to the class(s), subject(s) or activity(s), the building principal/program manager or school authority will notify the teacher who removed the student of the action which has been taken or initiated.

7. SPS discipline policies and procedures must provide for early involvement of parents in efforts to support students in meeting behavioral expectations (WAC 392-400-110).

8. All visitors will obtain the approval of the principal/program manager or their designee, prior to entering a classroom. The principal/program manager will contact the employee regarding the pending visit and will respect a request to postpone the visit if the timing would be disruptive to the activity taking place at the time. Visitors will be encouraged to contact the teacher to schedule the visit. Each school will develop a plan to accommodate visitors during the spring assignment process. Prior to the adoption of the plan, the principal/program manager will seek input from staff and parents. This does not apply to classroom visits by SPS personnel.

SECTION G: EMPLOYEE PROTECTION

1. If the principal/program manager is aware of information about students that could present a significant safety concern to students or staff, within twenty-four hours, they should follow the notification provisions in SPS policy 3143, as long as the dissemination does not breach any legal requirements concerning confidentiality. This requirement may be waived if there are specific legal restrictions on the ability of SPS to inform the staff.

3 When new students transfer into the District, SPS will contact previous school(s) to obtain any pertinent information that may be of concern to the staff at the receiving school. This information should be provided to staff following the notification provisions in SPS policy 3143 and Superintendent Procedure 3130SP. Employees will be trained by SPS prior to being assigned to insert catheters or perform other required medical procedures.

4 Employees will be trained by SPS prior to being assigned to dispense medication. All dispensing of medication will be in accordance with the law.

SECTION H: SAFETY AND SECURITY

1. SEA and SPS are jointly committed to providing quality educational programs in a safe and welcoming environment that protects the safety and security of all students and staff. The parties also agree that an optimal teaching and learning climate for staff and students requires that SPS ensure that there are policies and procedures; including student discipline procedures, to make certain that schools are safe,

a. Establishing a Safe Environment - To achieve the above, consistent with student due process and other legal requirements, the parties agree to:

1) collaboratively develop improved security procedures,

2) expand training opportunities for all staff, and engage in cooperative problem solving to strengthen working relationships among the administration, staff, students, families and the community

2. 911 calls should be made by or approved by the school principal, or designee, as the incident commander whenever possible, to ensure the best possible coordination with emergency responders. There may be exceptions for extreme cases, such as imminent threat of death. In such a case, the staff calling 911 should inform the principal or designee as soon as possible. The SPS Safety and Security Office should also be called in either instance,
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preferably before the 911 call if the emergency allows for that. SPS recognizes that anyone who believes that they are the victim of a crime has a right to call 911 on their own behalf if they do not believe school administration can address issue or are not satisfied with administration’s attempt to do so. This direction does not change mandatory reporting requirements for cases of child abuse. As a mandatory reporter, staff must report concerns of child abuse (including sexual assault) to Child Protective Services (where the alleged aggressor may be in the home or a relative) or the Seattle Police Department (where the alleged aggressor is a 3rd party, including staff or students).

3. An employee will not be expected or required to provide emergency treatment in situations involving weapons if the employee has a reasonable belief the scene/area is not safe or secure.

   a. Special Education: In the event a Special Education student is emergency expelled for misconduct related to the disability: receiving certificated employees will be immediately given all information properly available concerning students expelled for weapons, dangerous devices, or serious assaults, including the intervention and behavior modification program or equivalent, related to the weapons/suspension prior to admittance to classrooms.

   b. Disruptive Non-students: SPS will recommend to the appropriate prosecuting attorneys that any individual on school premises under the influence of alcohol or who has possession of drugs or other non-prescribed narcotic substances and/or who physically or verbally abuses or intimidates or interferes with an employee performing their duties will be prosecuted to the fullest extent provided by law.

4. Searches: Bargaining Unit employees, except house administrators and head teachers, will not be required to search a student, a student’s possessions, or a student’s locker. Employees may be assigned to supervise other students while search is in progress.

5. Health and Safety Needs:
   a. SPS will provide a safe and healthy workplace per State law, WAC 296-24-020.
   b. Teaching stations will be equipped for the purpose of communicating in emergency situations.
   c. The District will inform all staff in an affected building or school as soon as possible upon learning that the building or school has failed an environmental safety test (e.g., water quality test). The District will meet with the building or school’s safety committee to both discuss the results of any such test, and any protective measures where such may be necessary, that will be taken to protect students, staff, and the public during any remediation period. Such notice will be given to the affected building or school as soon as possible and in any event no later than five (5) working days after the District has knowledge that it has failed an environmental test.

6. HIV/AIDS, Hepatitis B Training and Inoculation Requirements:
   b. SPS will advise the SEA of those employee groups which will receive special Hepatitis B training and who will be offered pre-exposure inoculations.
   c. SPS will provide HIV/AIDS - Hepatitis B training as required by law.