

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.

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 Superintendent or designee, the Superintendent or designee shall take steps to ensure that appropriate legal measures are instituted. When the employee notifies the Superintendent or designee of a threat of bodily harm, the district shall take appropriate measures to enable the employee to request assistance if a threat 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.

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.

Employees may not carry or possess pepper spray on school property or at school activities. On a case-by-case basis, however, the Superintendent or designee may allow the possession of a pepper spray weapon that meets the requirements of Penal Code [12403.7](#) when justified by unusual dangerous circumstances. Any employee who is negligent or careless in the possession or handling of pepper spray shall be subject to appropriate disciplinary measures.

Reporting of Injurious Objects

The Board requires school employees to take immediate action upon being made aware that any person is in possession of an injurious object on school grounds or at a school-related or school-sponsored activity. The employee shall use his/her own judgment as to the dangerousness of the situation and, based upon this analysis, shall do one of the following:

1. Confiscate the object and deliver it to the principal immediately
2. Immediately notify the principal, who shall take appropriate action
3. Immediately notify the local law enforcement agency and the principal

When informing the principal about the possession or seizure of a weapon or dangerous device, the employee shall report the name(s) of persons involved, witnesses, location, and the circumstances of any seizure.

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
[48201](#) Transfer of student records
[48900-48926](#) Suspension or expulsion Grounds for suspension or expulsion
[49079](#) Notification to teacher; student who has engaged in acts constituting grounds for suspension or expulsion
[49330-49335](#) Injurious objects

CIVIL CODE

[51.7](#) Freedom from violence or intimidation

CODE OF CIVIL PROCEDURE

[527.8](#) Workplace violence safety act

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

[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

[12403.7](#) Weapons approved for self defense

WELFARE AND INSTITUTIONS CODE

[827](#) Juvenile court proceedings; reports; confidentiality

[828.1](#) District police or security department, disclosure of juvenile records