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ARTICLE 16
SAFETY CONDITIONS
16.1 The District shall provide a place of employment which is as safe as the nature of employment
and assigned duties reasonably permit. Bargaining unit members shall not be required to
perform duties under unsafe working conditions.
16.1.1 As used in this Article, “employment” shall include assigned duties and activities
approved by the administration which involves student activity.
16.2 DISTRICT SAFETY AND HEALTH COMMITTEE
The Association shall have the right to appoint up to three (3) representatives to the District
Safety and Health Committee. Agendas of the committee may be structured by the committee.
Any guidelines recommended by this committee shall be consistent with Federal, State, and
local laws as well as the terms and conditions of this Agreement.
16.3 SAFETY AGENCY REPORTS
16.3.1 The District shall, upon receipt of a recognized agency inspection or other alleged
violation, deliver a copy of said correspondence to the District Safety and Health
Committee for consideration within three (3) working days.
16.4 STUDENT BEHthe bargaining unit member report any such incident to the immediate supervisor within a
twenty-four (24) hour period. The above provision shall not be read as a requirement that
bargaining unit members must place themselves in danger of serious injury in order to protect
another employee or students from an assault.
16.5

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unit member based on any written records that the District maintains or receives from a
law enforcement agency regarding a student described in this section.
(B) The information provided shall be from the previous three (3) school years.
(C) Any information received by a bargaining unit member pursuant to this section shall be
received in confidence for the limited purpose for which it was provided and shall not be
further disseminated by the bargaining unit member.
16.8 A bargaining unit member may suspend for good cause, as defined in District policy and
Education Code Section 48900 any pupil from their class/class period. The suspension may be
for the current day and the day following as outlined in Education Code Section 48910. See
Appendix J Discipline Guidelines.
(A) The bargaining unit member shall immediately report the suspension to the principal of the
school and send the pupil to the principal or designee for appropriate action.
(B) Within the term of suspension, the bargaining unit member shall invite the parent or
guardian of the pupil to attend a parent-teacher conference regarding the suspension.
(C) A school administrator or designee shall attend the conference if the bargaining unit
member or the parent or guardian so requests.
(D) The pupil shall not be returned to the class from which they were suspended, during the
term of suspension, without the agreement of the suspending bargaining unit member and
the principal.
(F) The pupil shall not be sent to another classroom during the term of the suspension without
the agreement of the receiving bargaining unit member and the principal.
16.9 HOME VISITS
No bargaining unit member shall be required to enter the home of a parent/guardian or to
otherwise meet with a parent/guardian at an off-campus location when the meeting may be a
danger to the safety of the bargaining unit member. A bargaining unit member may determine
that a meeting with a parent/guardian may result in a detriment to the student’s instructional
program. In either instance, the bargaining unit member shall report the circumstances to the
immediate supervisor, who shall authorize an alternate parent/guardian contact method,
provide for a parent/guardian meeting, or relieve the bargaining unit member of the obligation
to meet with the parent/guardian.
16.10 ORIENTATION MATERIAL
As a part of the annual District orientation, a copy of any Board policies or administrative
procedures then in effect regarding student discipline, corporal punishment, and suspensions
shall be furnished to each new bargaining unit member