

ALL PERSONNEL**SUBJECT-Employee Security**

The County Board of Education and County Superintendent desire to provide a safe, orderly working environment for all employees. As part of the County Office of Education'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.

(cf. 5131.4 - Campus Disturbances)

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 County Office of Education, the County Office of Education shall take steps to ensure that appropriate legal measures are instituted. When the employee notifies the County Office of Education of a threat of bodily harm, the County Office of Education shall take appropriate measures to enable the employee to request assistance if an attempt 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.

(cf. 4131 - Staff Development)

(cf. 4231 - Staff Development)

The Superintendent 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 County Office of Education shall provide such communications devices in classrooms to the extent possible.

(cf. 5141 - Health Care and Emergencies)

Employees may not carry or possess pepper spray on County Office of Education, 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 County Office of Education 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 site administrator immediately
2. Immediately notify the site administrator, who shall take appropriate action
3. Immediately notify the local law enforcement agency and the site administrator
(cf. 5131.7 - Weapons and Dangerous Instruments)
(cf. 5144. - Discipline)
(cf. 5144.1 - Suspension and Expulsion/Due Process)
(cf. 5144.2 - Suspension and Expulsion/Due Process (Students with Disabilities))

When informing the site administrator 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

32225-32226 Communication devices

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

49330-49335 Injurious objects

suspension or expulsion

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
- CIVIL CODE**
- 51.7 Freedom from violence or intimidation
- CODE OF CIVIL PROCEDURE**
- 527.8 Workplace violence safety act
- WELFARE AND INSTITUTIONS CODE**
- 827 Juvenile court proceedings; reports; confidentiality
- Management Resources:
- CDE CORRESPONDENCE**
- 0401.01 Protecting Student Identification in Reporting Injurious Objects
- WEB SITES**
- CDE, Safe Schools and Violence Prevention Office: <http://www.cde.ca.gov/spbranch/safety/safetyhome>
- CSBA: <http://www.csba.org>