

STAFF HEALTH AND SAFETY

1. Employees will provide written notice to the building administrator of conditions which are unsafe or which jeopardize the health or safety of district employees or students. Building administrators will acknowledge receipt of all such notices and will respond, in writing, concerning what actions the building administrator has taken.
2. A building administrator will promptly investigate any report of a physical assault upon an employee and after such investigation, will recommend appropriate disciplinary action.

In cases of criminal action on school grounds, the building administrator and the school district will determine whether the school district will initiate a legal investigation, and if they so decide, will cooperate in any such legal investigation; or if the employee initiates a legal investigation, the building administrator and the school district will make every effort to cooperate in any subsequent legal investigation.

Employees are covered by worker's compensation insurance when absence or disability arises out of or from assault. Lost wages would be replaced primarily with worker's compensation which could be coordinated with the employee's available sick pay if the employee so elects. Such an election would enable an employee to maintain full daily compensation to the extent that sick pay is available.

To the extent that such damage or destruction is not covered by an employee's insurance, the school district shall reimburse such employee for either the cost of repair or the fair market value, whichever is less, of the employee's personal property which is damaged or destroyed as a direct result of an assault by a student; provided however, that the school district's liability to an employee under this provision shall be limited to a maximum aggregate amount of \$250.00 per occurrence.

3. A staff member may use reasonable force against a student without advance notice to the principal to protect themselves, to preserve order, or to protect other person(s) or property.

Adopted: July 16, 1985
Revised: December 10, 2002