

## **Article 18**

### **Student Discipline**

- A.** The parties agree that maintenance of discipline within the classroom is an important priority, and each further agrees to assist the other in their mutual efforts to resolve difficult discipline issues.

**Furthermore, the Association, District and Board endeavor to implement the provisions of Board Policy JG (Student Discipline) with fidelity.**

**B. Referral Procedures for Disruptive Students**

1. When, in the judgment of a unit member, a student is by his/her behavior disrupting the instructional program to the detriment of other students, the unit member may send the student to an administrator or designee. Communication shall occur between the administrator or his/her designee and the unit member before the student is authorized to return to class. If deemed necessary, the administrator or the unit member may involve a parent in a conference where a plan may be enacted specifying the future behavior expectations of the student.
2. As soon as possible, but not later than the conclusion of the following school day, the referring unit member shall submit a written report including a statement of the facts and a summary of conditions which led to the referral and steps taken by the unit member to remedy the situation. The principal or designee will provide a response to the referral within a reasonable period of time, ordinarily understood to be forty-eight (48) hours.
3. Where the principal or designee and unit member concur, a student may be **required to remain at the designated location** ~~detained~~ for a set period of time before returning to the classroom.
4. In order to ensure classroom safety, members who teach or supervise students have a need to know relevant information, as allowed by law, regarding disruptive students or students who potentially pose a danger to themselves or others. In the event

District/building administrators are provided with information from law enforcement agencies or from documented prior disciplinary incidents that indicate a student enrolled in the school may pose a threat to the safety of the staff, students, or school property, then the administrators will notify those bargaining unit members whom the administrators determine need the information, unless prevented from doing so by law.

Unit members who are assigned students who are recognized as physically aggressive and/or combative shall have access to appropriate training and will be provided with protective equipment upon request.

**C. Referral Procedures for Students Engaging in Physical Abuse or Intimidation**

**15.** When a student demonstrates a ~~continued pattern of documented~~ behavior that is seriously disrupting the instructional program by engaging in physical or verbal abuse and intimidation of a unit member(s) or student(s), then the unit member shall be authorized to send the student to an administrator's office or designated area.

- a. Readmitted students shall have clearly identified behavior expectations and consequences.
- b. ~~The administrator or designee and the unit member shall develop and implement a behavior correction plan involving, as appropriate, the administrator or designee, unit member, student, parent(s) and/or guardian(s), and other resource staff.~~

~~The plan could include, but would not be limited to, behavior contracts, special education referral, involvement of appropriate community agencies, use of time out rooms or other activities. The plan shall include the specific areas of concern to be addressed, a timeline for completion, and the responsibilities of the student, unit member, administrator and others.~~

**The unit member shall complete the Behavior Incident Report Form (Appendix ). Any resulting plans or outcomes will be filed at both the building and District level, and will also be entered into Synergy or another database that “need-to-know” members can access.**

**c. The Behavior Incident Report form shall be reviewed by the unit member and the administrator. Responses may include, but are not limited to, behavior contracts, student study team referral, involvement of appropriate community agencies, use of student break room or other activities. Any resulting plan shall include the specific areas of concern to be addressed, a timeline for completion, and the responsibilities of the student, unit member, administrator and others.**

**2. The Association, as part of the bi-monthly contract maintenance and monthly District Behavior Response Committee meetings, shall have the right to review the submitted Behavior Incident Reports and provide input on how to best allocate resources to serve the needs of all students.**

**DC. Building Discipline Policies**

All building discipline procedures shall be those outlined in the District Student Conduct Code. Building level procedures shall include any necessary procedures for implementing the District policy and shall be reviewed annually at the building level. All unit members shall be provided with a copy of the building discipline codes, and the District's policy on student discipline will be posted on the District's website and listed in each building's staff handbook.

Additionally, the building or District procedures shall include: feedback to appropriate unit members on disciplinary actions; staff procedures for dealing with discipline, and methods for informing unit members of students who present safety/behavioral concerns.

**D. Building Discipline Inservice**

The District shall, on an on-going basis, provide appropriate inservice or training on discipline topics, including legal issues surrounding

student may discipline and methods for intervening in crisis situations. The District will also provide training for case managers and counselors regarding behavior plans under IDEA-Section/504 and when information may be shared with staff.

- E. District Discipline District Behavior Response Committee**  
The District and Association shall convene **and maintain** a committee that is comprised equally of representatives from both parties. The committee **will meet monthly during the school year and** will review the District's student discipline procedures ~~shall~~ **may** recommend changes that it feels would be in the best interest of the District. ~~The review and any recommendations shall be submitted by June 1st of each school year.~~

**F. Restorative Practices**

**The Association and District share the value of a culture of restorative practices to improve the school climate and achieve safe, respectful, equitable and just school sites. The District and Association agree to meet by March 1, 2018 for the purpose of establishing a Memorandum of Understanding regarding the creation of a Restorative Practices culture in the District.**

- G.** No provision in this article will have the effect of denying any rights a student has under federal or state law and regulations.