

ARTICLE 20 – SAFETY/HEALTH/ENVIRONMENTAL CONDITIONS

- 20.1 Bargaining Unit Members shall not be required to work in unsafe conditions or to perform tasks that endanger their health, safety, or well-being.
- 20.2 Safe Conditions: Bargaining Unit Members shall report unsafe, hazardous, unhealthy, or potentially dangerous conditions to the site administrator or designee. If the condition is not satisfactorily resolved, the Bargaining Unit Member shall provide written notice to the site administrator or designee.
- 20.2.1 The site administrator or designee who receives the written notice shall immediately investigate alleged unsafe conditions. The administrator shall immediately take appropriate action. The administrator shall submit a written notice to the Bargaining Unit Member, district risk manager, Association President, and superintendent or designee indicating what actions were taken and any further actions that need to be taken.
- 20.3 A Bargaining Unit Member shall report cases of assault or threat of assault suffered by them in connection with their employment to the site administrator or designee.
- 20.3.1 Such notification shall be forwarded to the Superintendent, or designee.
- 20.3.2 The District shall take appropriate action as soon as possible whenever a Bargaining Unit Member is acting in his or her duties, and is physically attacked by another person or persons.
- 20.3.3 When a Bargaining Unit Member's safety is threatened, the Bargaining Unit Member may use reasonable force to defend themselves within the limits of the Education Code.
- 20.4 Whenever any Bargaining Unit Member is attacked, assaulted physically threatened or potentially endangered by student, the Bargaining Unit Member shall notify the site administrator or designee. The site administrator shall arrange a conference with the Bargaining Unit Member, which may include the parent and an appropriate specialist. If the situation warrants, the site administrator, designee, or Bargaining Unit Member will promptly report the incident to the appropriate law enforcement agency.
- 20.5 The District shall notify Bargaining Unit Members of a student's previous conduct in accordance with Education Code Section 49079.
- 20.6 Site Administrator Absence: The District will assign a Lead Teacher/Designee or provide a substitute administrator whenever the site administrator(s) is/are scheduled to be away from the school site for three and a half (3 ½) instructional hours or more during the school day. A substitute for the Lead Teacher/Designee shall be requested.