

# Perris Union HSD

## Board Policy

### Employee Security

BP 4158 4258,4358

#### Personnel

The Governing Board desires to provide a safe and orderly work environment for all employees. As part of the district's comprehensive safety plan, the Superintendent or designee shall develop strategies for protecting employees from potentially dangerous persons and situations and for providing ~~them with~~ necessary assistance and support when emergency situations occur.

*(cf. 0450 - Comprehensive Safety Plan)*

*(cf. 3515 - Campus Security)*

*(cf. 5131.4 - Student Disturbances)*

Any person who threatens the safety of others at any district facility may be removed by the Superintendent or designee in accordance with AR 3515.2 - Disruptions.

*(cf. 3515.2 - Disruptions)*

Any employee against whom violence or any threat of violence has been directed in the workplace shall notify the Superintendent or designee immediately. ~~The~~ As appropriate, the Superintendent or designee shall initiate legal and security measures to protect the employee and others in the workplace. Such measures may include seeking a temporary restraining order on behalf of the employee pursuant to Code of Civil Procedure 527.8 and/or a gun violence restraining order pursuant to Penal Code 18150 and 18170.

Upon request by an employee who is a victim of domestic violence, sexual assault, or stalking, the Superintendent or designee shall provide reasonable accommodations in accordance with Labor Code 230-230.1 and the accompanying administrative regulation to protect the employee's safety while at work.

*(cf. 4161.2/4261.2/4361.2 - Personal Leaves)*

The Superintendent or designee may pursue legal action on behalf of an employee against a student or ~~his/her~~ the student's parent/guardian to recover damages ~~to the employee or his/her~~ for injury to the employee's person or property caused by the student's willful misconduct that occurred on district property, at a school or district activity, or in retaliation for lawful acts of the employee in the performance of ~~his/her~~ the employee's duties. (Education Code 48904, 48905)

*(cf. 3320 - Claims and Actions Against the District)*

*(cf. 3515.4 - Recovery for Property Loss or Damage)*

*(cf. 4156.3/4256.3/4356.3 - Employee Property Reimbursement)*

*(cf. 5125.2 - Withholding Grades, Diploma or Transcripts)*

The Superintendent or designee shall ~~ensure that employees are trained~~ **provide staff development** in crisis prevention and intervention techniques ~~in order to protect themselves and students~~. **Staff development, which** may include training in classroom management, effective communication techniques, **procedures for responding to an active shooter situation**, and crisis resolution.

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*(cf. 4131 - Staff Development)*

*(cf. 4231 - Staff Development)*

*(cf. 4331 - Staff Development)*



~~The Superintendent or designee also shall ensure that employees are informed, in accordance with law,~~

**In accordance with law, the Superintendent or designee shall inform teachers, administrators, and/or counselors** of crimes and offenses committed by students who may pose a danger in the classroom. (Education Code 48201, 49079; Welfare and Institutions Code 827)

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The Superintendent or designee may make available at appropriate locations, including, but not limited to, district and school offices, gyms, and classrooms, communication devices that would enable two-way communication with law enforcement and others when emergencies occur.



~~(cf. 5141 - Health Care and Emergencies)~~



~~Use of Pepper Spray~~



~~With the exception of campus supervisors (3515.3 BP), employees may possess pepper spray that meets the requirements of Penal Code 12403.7~~

### **Use of Pepper Spray**

Note: The following section is <b>optional</b> and may be revised to reflect district practice. Penal Code 22810 authorizes adults, with certain exceptions, to carry an approved tear gas weapon such as pepper spray for purposes of self-defense. Penal Code 626.9 and 626.10, which prohibit the possession of weapons on school grounds, do not prohibit the possession of pepper spray on school grounds. Thus, the Governing Board may determine whether to allow or disallow, with certain exceptions, the possession of pepper spray on school property or at school activities. See the accompanying administrative regulation for related procedures.
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**Employees shall not carry or possess pepper spray on school property and/or at school activities for their own safety, except when authorized by the Superintendent or designee for self-defense purposes.** When allowed, an employee may only possess pepper spray in accordance with **administrative regulations and Penal Code 22810.** Any employee who is negligent or careless in the possession or handling of pepper spray shall be subject to appropriate disciplinary measures.

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*(cf. 4118 - Dismissal/Suspension/Disciplinary Action)*

*(cf. 4218 - Dismissal/Suspension/Disciplinary Action)*

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### **Reporting of Injurious Objects**



~~The Board requires employees to~~

Note: The following **optional** section specifies actions to be taken in the event an employee becomes aware of any person who is in possession of an injurious object, and is consistent with the actions described in AR 5131.7 - Weapons and Dangerous Instruments related to student possession.

Pursuant to Education Code 49334, a school employee who initially notifies law enforcement regarding a student or adult who is in possession of an injurious object while on school grounds or under the authority of school personnel cannot be subject to any civil or administrative proceeding, including disciplinary action, for violation of any district policy or procedure related to the notification of a law enforcement agency. Education Code 49334 requires such an employee to conform with district procedures after exercising the option to notify a law enforcement agency.

Employees shall take immediate action upon being made aware that any person is in possession of ~~an~~ **weapon or** unauthorized injurious object on school grounds or at a school-related or school-sponsored activity. ~~The employee shall use his/her own~~ **Employees shall exercise their best** judgment as to the potential danger involved and, ~~based upon this analysis,~~ shall do one of the following:

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- 1. ~~—~~Confiscate the object and deliver it to the principal immediately
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- 2. ~~—~~Immediately notify the principal, who shall take appropriate action
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- 3. ~~—~~Immediately call 911 and the principal
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*(cf. 3515.7 - Firearms on School Grounds)*

*(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))*

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When informing the principal about the possession or seizure of a weapon or dangerous device, ~~the~~ **an** employee shall report the name(s) of persons involved, witnesses, location, and the circumstances of any seizure.

Policy PERRIS UNION HIGH SCHOOL DISTRICT

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Revised: Pending Board Approval