

POLICY REGARDING EMPLOYEE SAFETY

The Weston Public School System is committed to maintaining a safe and healthy working environment for all staff, students and visitors. It is the intent of this school system to comply with all local, state and federal regulations governing workplace safety and to develop a safety program that conforms to the best management practices available to minimize hazards and reduce the likelihood of injury.

The Weston Public School System understands that to have an effective safety program, safety must be integrated into the daily activities of every employee. Safety is the responsibility of every employee and it is the practice of this school system to hold all employees accountable for work-place behaviors that affect their own personal safety and health as well as the safety of co-workers.

To achieve this goal, the Weston Public School Systems has made a commitment to allocate necessary manpower and resources to develop and implement the elements outlined in this document in a timely and conscientious fashion. To facilitate this process, the Weston Public School System has a Safety Committee, a Risk Control Coordinator, and each department has appointed a Safety Representative. Full management support will be given to the risk control liaisons to ensure that personnel and resources are made available to this process.

Policy Adopted: June 16, 2008

WESTON PUBLIC SCHOOLS
Weston, Connecticut

Personnel -- Certified/Non-Certified

Employee Protection

An employee may use reasonable force as is necessary to protect him/herself or others from immediate physical injury, obtain possession of a dangerous instrument or controlled substance, to obtain control of the student, protect property from physical damage, or to restrain or remove student to another area to maintain order.

Physical force may not be used as a disciplinary measure.

Employees shall immediately report cases of assault suffered by them in connection with their employment to their principal or other immediate superior, and to local law enforcement agencies. Such notification shall be forwarded immediately to the superior who shall comply with any reasonable request from the employee for information in the possession of the Superintendent relating to the incident or the persons involved, and shall act as liaison between the employee, the police and the courts.

No school administrator shall interfere with the right of a teacher or other school employee to file a complaint with the local police authority in cases of threats of physical violence or actual physical violence against such teacher or employee.

As required by law, the Board of Education will file a report annually with the State Board of Education indicating the number of threats and physical assaults made by students upon teachers, administrators and other school personnel, and the number of physical assaults involving dangerous weapons made by students upon other students.

If criminal or civil proceedings are brought against an employee alleging that the employee committed an assault in connection with his/her employment, such employee may request the Board of Education to furnish legal counsel to defend the employee in any civil action or proceeding brought against the employee, within the limits set by law.

The Board of Education shall reimburse an employee for the cost of medical, surgical or hospital services (less the amount of any insurance reimbursement) incurred as the result of any injury sustained in the course of his/her employment.

Employee Protection (continued)

Section 52-557b of the General Statutes grants immunity from liability for emergency medical assistance to a person in need of it when the assistance is given by a teacher or other school personnel on the school grounds, in a school building, or at a school function, provided that the teacher or other staff member has completed a course in first aid offered by the American Red Cross, the American Heart Association, the State Department of Health Services, or any municipal health department, as certified by that agency. Such immunity extends to civil damages for any personal injuries which result from acts or omissions by the person giving the emergency care or first aid, which might constitute ordinary negligence. Such immunity does not apply to acts or omissions constituting gross, willful, or wanton negligence.

(cf. 5114 - Discipline/Punishment)

Legal Reference:

Connecticut General Statutes

10-235 Indemnification of teachers, Board and commission members and employees in damage suits; expenses of litigation

10-233g Boards to report school violence. Reports of principals to police authority

10-236a Indemnification of educational personnel assaulted in the line of duty

52-557b Immunity from liability for emergency medical assistance, first aid or medication by injection. School personnel not required to administer or render

53a-18 Use of reasonable physical force or deadly physical force generally

Policy adopted: June 17, 1991

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