

WCBOE-WCTA Negotiations for FY25
Tentative Agreement on Teacher Article 8.1 Misbehavior

→ **Article 8.1 ~~Misbehavior~~ Student Behavior**

Black - Original Language

Blue - new/edit

The Board and the Association agree that Schools should be a safe place to support the necessary climates for learning. The District has a primary responsibility to ensure the safety and security of staff in accordance with District Policies and Regulations.

- A. At the beginning of each school year, the principal or their designee will review the progressive discipline steps and discipline matrix from Board policies with unit members to ensure that unit members are informed about expectations for disciplinary procedures and common practices.
- B. When a student's behavior seriously disrupts the instructional program to the detriment of other students, the classroom unit member may have the student removed by the principal or designee. The unit member is responsible for consulting with the principal or designee at the first opportunity during which the unit member is not scheduled for the supervision or instruction of students. The principal or designee will determine when the student will return to class, but such determination shall be made after notification and consultation with the unit member. When the unit member submits a written report on such behavior, the principal or designee shall respond in writing.

When the unit member submits a written (or digital) report (referral) on such behavior, the principal or designee shall respond in writing as follows (unless there are extenuating circumstances):

- Within three (3) business days for behavior incidents at a level three (3) or above per the Board of Education Policy Exhibit JK-E.
- All other referrals will be responded to within five (5) business days.

If the administrator or designee does not respond in writing or in person, or as noted above, or if the unit member is not satisfied with the response, the unit member may submit a written request for the referral response to be reviewed by Human Resources. A follow-up meeting will occur at an agreed-upon time within ten (10) business days and shall include the WCTA UniServ Director, or designee, if requested by the unit member. The unit member may waive the follow-up meeting.

Unit members immediately involved in the education of a student may have access to all notices of student suspension or other disciplinary data as contained in the individual student records as permitted under FERPA and Board Policies.

- C. If such occurrences in the above section are a daily or routine occurrence, the teacher may request a meeting with the principal or designee and appropriate personnel to develop a plan of support. The plan must be implemented and tracked for analysis and review.
- D. To the extent possible, unit members will be informed of their student's academic and behavioral histories as permitted under FERPA, Maryland law, and Board Policy. Unit members who will have direct interactions with or supervision of a student will be informed of the behavioral history of the student if the behavioral history includes any violent or threatening behaviors toward self, other students, or staff for which the student has received a disciplinary consequence within the current school year as permitted under FERPA, Maryland Law, and Board Policy.

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Chief Negotiator, WCTA
UniServ Director, MSEA

Date

Terri Baker
Chief Negotiator, WCBOE
Executive Director of Human Resources

Date