



## Know the Negotiated Agreement:

### Article 8 – Student Discipline

## STUDENT BEHAVIOR

### ARTICLE 8.1

If contract violations of Article 8.1 occur, please contact your building rep or the WCTA office.

#### ANNUAL REVIEW OF DISCIPLINE PROCEDURES:

Each school's principal or designee is responsible for reviewing the progress discipline steps (including the referral process) and the discipline matrix with staff at the beginning of each school year.

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#### STUDENT REFERRALS:

A written response to any submitted referral must be received by the teachers within 3 business days for Level 3+ incidents and 5 business days for others. If the teacher is dissatisfied with the response, or if no response is received, the teacher may request a review by Human Resources.

2



#### IF A STUDENT IS REMOVED FROM CLASS:

When a student's behavior seriously disrupts instruction, the classroom teacher may request the student's removal. The return of the student to the classroom must be preceded by consultation.

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#### ONGOING DISRUPTIONS:

If disruptions become routine, teachers may request a support meeting with admin to develop and implement a support plan with progress tracking.

4



#### ACCESS TO STUDENT INFORMATION:

Teachers working directly with a student must be informed of relevant behavioral history when it involves violent or threatening behavior, as allowed under FERPA and Maryland Law.

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Summary of Article 8.1  
WCBOE-WCTA  
Negotiated Agreement,  
August 2025

## SERIOUS INCIDENTS

### ARTICLE 8.2

If contract violations of Article 8.2 occur, please contact your building rep or the WCTA office.

#### PRIOR TO STUDENT RETURN:

If a staff member is assaulted (physically or verbally), a conference between the teacher and administrator must occur before the student returns to class.

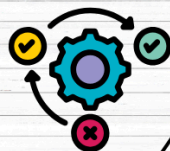
1



#### WRITTEN CORRECTIVE ACTION:

A written summary of the corrective action taken or planned must also be provided before readmission.

2



#### CREDIBLE THREATS:

In cases of credible threats (with or without a weapon) the student is to be removed and appropriately supervised. Before reentry, due process for the student must be completed, and a teacher conference must occur. The student's safety plan will be reviewed with any directly impacted educator.

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#### THREAT ASSESSMENT AND RESTORATIVE CONFERENCE:

A formal threat assessment should follow Board policy and state law. A restorative conference may be held with mutual agreement.

4



Summary of Article 8.2  
WCBOE-WCTA  
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