



AEA RIGHTS NEWSLETTER



January 2010

AEA Employee Rights Committee 2009-2010

419 DISCIPLINE PROCEDURE FOR STUDENTS

Q: “HELP! I have a chronically disruptive and sometimes violent student in my class. What can I do about this situation?”

A: Unfortunately, if not dealt with, disruptive students can negatively affect the classroom safety and the educational environment. According to our contract, “the primary responsibility of members is to provide comprehensive educational opportunities for their students.”

Here are the suggested steps to take if you have one or more students who are disruptive on an on-going basis:

- Review your building’s discipline procedures, which should be reviewed as a staff every fall and made available in writing to all staff. In addition, every school should have a “protocol” for informing teachers of students with a known history of violent behavior.
- A member may exclude a student from the classroom for the class or activity when the member judges the student’s behavior is disruptive by sending the student to the office or calling for assistance.
- If the administrator agrees with the member that the learning environment “has been severely disrupted,” the student shall only be returned to the classroom after a conference with the parent is held (unless the administrator and teacher agree otherwise).
- “The member and the administrator may collaboratively develop an agreement specifying future behavior expectations and consequences.”

And finally, as proactive measures,

- Members may request a special faculty meeting or in-service to review discipline policy and procedures.
- Each school shall establish a Safety Committee to develop and annually review the school discipline procedures.

ARTICLE 419 E – DISCIPLINE PROCEDURE FOR STUDENTS - (Assault)

Any teacher who is assaulted physically or verbally by a student needs to know his/her rights. In most cases an assault would seem like a straight forward incident; however, AEA members should take all necessary precautions. Make sure that all the students and staff in the immediate area are safely out of harm’s way. Contact your principal ASAP. Take photographs or collect artifacts as necessary. As soon as possible document the incident, and make sure all witnesses do the same. Get all necessary ASD and worker’s compensation paperwork if you are injured. AEA members have the right to seek APD assistance concerning an assault. ASD Administration must take the necessary disciplinary actions. Before a student returns to school, a “Behavioral Plan” meeting should be held including the AEA member, classroom teacher, principal, and the student’s parents or legal guardian. AEA members have the right to give input into this plan. Contact your AEA Rights Committee representative if you have any questions or need assistance understanding your contract.

Michael Scott – Chair – East High
Corey Aist, Polaris K-12; Ron Fuhrer, McLaughlin Secondary; Jane Gray, South High;
Rob Hartley, Dimond High; Scott Hickox, Girdwood; Carol Larson, Bartlett High;
Karen Orfitelli, Whaley School; Ron Prewitt, ASD Continuation; Lucile Rense, Rabbit Creek Elementary

There are no current grievances on file as of January 5, 2010.

