



COTATI-ROHNERT PARK

UNIFIED SCHOOL DISTRICT

Amendment to the 2024-2027 Collective Bargaining Agreement

11.1 Safety

11.1.1 School District Responsibility

It is the District's responsibility to provide safe working conditions and follow applicable and relevant state and federal laws. The District acknowledges that all students and staff of public primary, elementary, and secondary schools have the right to attend campuses that are safe, secure, and peaceful. The District hereby commits to acting in compliance with its legal responsibilities pursuant to all health, safety, and sanitation requirements imposed by local, state, or federal law or regulations adopted under local, state, or federal law, including but not limited to any and all guidelines or mandates issued by local, state, or federal public health authorities or by Cal/OSHA.

11.1.2 Reporting of Unsafe Conditions

Unit members who face an immediate threat to their health and/or safety or their students' health and/or safety due to human behavior or facilities concerns, they should report this to their site administrator immediately. The principal shall inform the unit member as soon as possible what action, if any, will be taken, and keep the employee and Association representative informed of any changes following California Education Code § 44014 (a).

11.1.3 Replacement of Personal Property

Reimbursement by the District to employees for personal property destroyed or damaged due to human behavior or facilities failure in the course of performing their on-site job responsibilities. This does not apply to normal wear and tear or personal negligence.

11.1.3.1 The District will reimburse unit members for clothing, eyeglasses, hearing aids, and cell phones that are destroyed or damaged in the course of a unit member's work duties for instructional purposes. In addition, any personal property valued at up to \$100 used during a unit member's work duties for instructional purposes shall be reimbursed.

11.1.3.2. Unit members shall request approval for reimbursement in advance for any personal item valued in excess of one hundred dollars (\$100) that is brought to campus for use in class(es). The request shall specify the item, estimated value, and the timeframe during which the item will be on campus. If personal items used for instructional purposes are valued at more than one hundred dollars (\$100) and are not pre-approved as reimbursable property, it shall be the employee's responsibility to protect such items.

11.1.3.3 If the loss is not covered by the employee's insurance, the maximum reimbursement shall be five hundred dollars (\$500) per item.

11.1.3.4 District facilities should not be used as storage facilities for employees' personal items.

11.1.4. Safety Committee(s)

11.1.4.1 Each worksite shall have a site safety committee with administrative and union representatives. This committee will provide feedback to develop and revise the workplace violence and comprehensive school safety plans. This committee will make the District aware of any unaddressed safety issues. At the discretion of the site or District, these responsibilities may be assigned to a pre-existing committee, provided that the committee includes both administrative and union representation and fulfills the same duties outlined above.

11.1.4.2 The District Safety Committee will meet at least quarterly to review and address trends in safety issues across the district and unresolved site-based safety issues. The committee will be made up of equal representation from RPCEA members and District Management.

11.1.5. Voluntary Activities Applicability

These provisions shall also apply to all school or district-sanctioned extra-curricular activities.

11.1.6. Field Trips

A unit member shall obtain written permission from the District to take students on a field trip and to transport such students in the unit member's personal

automobile as outlined in Board Regulation 3541.1. Written permission shall mean that the trip is a school-sponsored activity.

11.1.7 Safety Related to Human Behavior

11.1.7.1 Reasonable Force

Unit members may use reasonable force in the performance of their duties when such force is required to defend themselves or ensure the safety of staff or students, in alignment with California Education Code §§ 49001, 49005 (Use of Reasonable Force – permits necessary physical intervention to protect safety while prohibiting corporal punishment, unreasonable restraint, or seclusion).

11.1.7.2 Student Discipline

A teacher may suspend any pupil from class for any of the acts enumerated in California Education Code § 48900, for the day of the suspension and the day following. The teacher shall immediately report the suspension to the principal or the designee of the principal. The Principal or Designee will follow up, in accordance with California Education Code § 48910. The teacher shall ask the parent or guardian of the pupil to attend a parent-teacher conference regarding the suspension. If practicable, a school counselor or a school psychologist may attend the conference. A school administrator may attend the conference if the teacher and/or the parent or guardian so requests. The pupil shall not be returned to the class from which he or she was suspended, during the period of the suspension, without the concurrence of the teacher of the class and the principal. A pupil suspended from a class shall not be placed in another member's class during the period of suspension. However, if the pupil is assigned to more than one class per day this subdivision shall apply only to other regular classes scheduled at the same time as the class from which the pupil was suspended. A teacher may also refer a pupil, for any of the acts enumerated in California Education Code § 48900, to the principal or the designee of the principal for consideration of a suspension from the school.

11.1.7.3 Referral for Specialist Support

When a unit member observes that a student is struggling to maintain safe behavior and may need additional support, the unit member shall initiate a

referral to the site's Coordination of Services Team (COST) or other appropriate support process.

11.1.7.4 Response

If a situation presents an immediate safety concern for the unit member or others, the site administrator or designee shall be notified immediately. The administrator will check in with the unit member to assess the situation and, in partnership, determine appropriate support for the unit member. Additionally, the administrator or designee shall promptly convene a meeting with the unit member and relevant staff to identify necessary actions to maintain safety. The administrator or designee will work collaboratively with the teacher and staff to ensure timely, appropriate responses and, when applicable, coordinate communication with the parent/guardian and relevant specialists to develop actions and next steps.

11.1.7.5- The district shall provide opportunities for professional development related to trauma-informed practices or de-escalation training.

11.1.8. Safety Related to Facilities

11.1.8.1 Planning and Correction

In the event that situations arise that call for long-range planning and corrections, such situations shall be reported to the District Safety Committee for study. Such reporting may be made by either employees or management.

11.1.8.2 Safety Clothing

Safety clothing, which is reasonably needed for the performance of duties, shall be provided to unit members.

FOR THE ASSOCIATION:

Signed by:
Lisa Bauman
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Date 6/11/2026

FOR THE DISTRICT:

Signed by:
Rachel Allen
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Date 6/11/2026