

523.3 EMPLOYEE PROTECTION

Threats

Any employee who is threatened with bodily harm by an individual or a group while carrying out his/her assigned duties shall be offered the fullest possible protection by the school district. The employee shall immediately notify his/her building principal or supervisor. The principal or supervisor shall then immediately notify the superintendent's office of the threat and together they shall take immediate steps in cooperation with the employee to provide every reasonable precaution for his/her safety. Precautionary steps including any advisable legal action shall be reported to the superintendent's office at the earliest possible time.

Assault Disability

Upon determination of the Board that an employee has been physically disabled because of an assault on his/her person arising out of and/or in the course of his/her employment, the Board will grant the injured employee leave of absence for a period not to exceed one year.

Medical Examination

The assaulted injured employee shall undergo such medical examinations by such examiners as are requested by the Board at school district expense and when found fit for duty shall return to his/her employment.

Personal Property

Employees whose indispensable personal property (including but not limited to eye glasses, hearing aids, dentures, watches, or articles of clothing necessarily worn or carried) is damaged in an assault on his/her person arising out of and/or in the course of his/her employment may apply for reimbursement of costs of repairs or replacement. If an item is damaged beyond repair, actual value at the time of damage may be reimbursed.

Request for reimbursement for personal property damaged in an assault upon his/her person shall be made by a letter addressed to the business office, to the attention of the Business Manager. The letter shall list all damages incurred and note the date and hour of, and witnesses to the assault. The letter requesting reimbursement shall be forwarded to the business office through the building principal's office.

Liability Insurance

The Board shall protect employees by purchasing public liability insurance.

CROSS REF.: 780, Insurance Management
 WREA Agreement
 AFL-CIO Local 1075 Agreement (Lunch, Custodians and Maintenance)
 AFL-CIO Local 95 Agreement (Office and Professional Employees)
 Substitute Teachers' Agreement

APPROVED: November 11, 1974

REVISED: January 14, 2002