

Know Your Contract Rights

ADDRESSING STUDENT BEHAVIOR & SAFETY



Our 2025–2027 contract adds new tools to help educators and Chapter Chairs address student behavior, safety, and support. These aren't just words on paper, they are part of our hard-fought wins. When administration doesn't follow the contract, educators and Chapter Chairs can raise the issue and take steps to enforce our rights.

CODE OF STUDENT CONDUCT - ARTICLE XXIV, SECTION 1.0(D):

When the Code of Conduct is violated, administration will:

- Work collaboratively with the student's educator(s) to address the issue
- Make applicable referrals for student support services
- Provide updates when appropriate and permissible

WHY IT MATTERS: This is now part of the contract. If administration fails to meet these obligations, the provisions can be enforced through the grievance procedure.

Scan for
contract language



THREAT ASSESSMENTS - ARTICLE XXIV, SECTION 4.1:

When a threat assessment is initiated, the student's educator(s) must receive appropriate information about the assessment, including steps being taken and needed classroom supports, consistent with confidentiality requirements.

WHY IT MATTERS: Educators should not be left in the dark when a serious safety concern affects their classroom or school community.

Scan for
contract language



REASONABLE INTERVENTION - ARTICLE XXIV, SECTION 5.7:

The contract recognizes that reasonable and necessary force may be used in certain emergency circumstances, including to:

- Quell a disturbance threatening physical injury or property damage
- Defend oneself
- Obtain a weapon or other dangerous object

WHY IT MATTERS: The contract includes clarification for educators acting reasonably and necessarily in dangerous situations.

Scan for
contract language



SAFETY RESPONSE - ARTICLE XXIV, SECTION 5.8:

If an educator reports physical or psychological harm caused by student conduct:

- A safety plan must be developed in accordance with workplace violence law and district policy
- The district must make every effort to hold the initial safety plan meeting within 3 workdays of the report
- The educator may choose to have a union representative present at the meeting

WHY IT MATTERS: These safety response requirements are part of the contract, giving educators a clear process and a way to enforce these protections. If the district does not follow this process, contact your Chapter Chair or Area Representative.

Scan for
contract language



SHARED DECISION MAKING - ARTICLE XXVII, SECTION 2.4(B) (2):

The Local School Leadership Council has responsibility for determining:

**“Student behavior, support and accountability guidelines
and code of student conduct.”**

This gives educators a formal role in shaping school-level discipline guidelines and the Code of Student Conduct. Once adopted by the LSLC, the policy becomes enforceable through the grievance procedure.

Scan for
contract language



EMERGENCY CIRCUMSTANCES - ARTICLE XXVIII, SECTION 8.0:

When a prolonged disruption or significant/traumatic event impacts a school community the following steps should be followed within 48 hours:

- A faculty meeting will be held to review the incident and provide pertinent updates and resources.
- The Chapter Chair and principal may also discuss program supports and resources.
- The district must make every reasonable effort to provide a comprehensive mental health response for students, staff, and families impacted by the event.

Scan for
contract language



DISTRICT SAFETY COMMITTEE - ARTICLE XXVIII, SECTION 8.1:

A new District Safety Committee will include equal LAUSD and UTLA representation.

The committee will meet each semester to review school responses to emergencies and make recommendations for future incidents.

Scan for
contract language

