

**Lisbon School District
15 Newent Road
Lisbon, CT 06351**

4148/4248

Personnel – Certified / Non-Certified

Employee Protection

An employee may use reasonable force as is necessary to protect himself / herself from attack, to protect another person or property, to quell a disturbance threatening physical injury to others, or to obtain possession of weapons or other dangerous objects upon the person or in the control of a pupil.

Employees shall immediately report cases of assault suffered by them in connection with their employment to their principal or other immediate superior using the “Report of Staff Assault/Incident” form (Attachment A), and to local law enforcement agencies. Such notification shall be forwarded immediately to the superintendent who shall comply with any reasonable request from the employee for information in the possession of the superintendent relating to incident or the persons involved, and shall act as liaison between the employee, the police, and the courts.

Where there is a physical assault made by a student upon a teacher or other school employee on school property or in performance of school duties and such teacher or employee files a written report with the school principal based upon such assault, the school building principal shall report such physical assault to the local police authority. No school administrator shall interfere with the right of a teacher or other school employee to file a complaint with the local police authority in cases of threats of physical violence and in case of physical assaults by a student against such teacher or employee.

Administrative staff shall follow the procedures outlined in the “Protocol for Staff Members Filing Assault/Incident Report” (Attachment B). As required by law, the Board of Education will file a report annually with the State Board of Education indicating the number of threats and physical assaults made by students upon teachers, administrators and other school personnel, and the number of physical assaults involving dangerous weapons made by students upon other students.

If criminal or civil proceedings are brought against an employee alleging that the employee committed an assault in connection with his / her employment, such employee may request the Board of Education to furnish legal counsel to defend the employee in any civil action or proceeding brought against the employee, within the limits set by law.

The Board of Education shall reimburse an employee for the cost of medical, surgical or hospital services (less the amount of any insurance reimbursement) incurred as the result of any injury sustained in the course of his / her employment.

Section 52-557b of the General Statutes grants immunity from liability for emergency medical assistance to a person in need of it when the assistance is given by a teacher or other school function, provided that the teacher or other staff member has completed a course in first aid offered by the American Red Cross, the American Heart Association, the State Department of Health Services, or any municipal health department, as certified by that agency. Such immunity extends to civil damages for any personal injuries which result from acts or omissions by the person giving the emergency care or first aid, which might constitute ordinary negligence. Such immunity does not apply to acts or omissions constituting gross, willful or wanton negligence.

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Legal Reference: Connecticut General Statutes

10-233b Removal of pupils from class.

10-233c Suspension of pupils.

10-233g Boards to report school violence. Reports of principals to police authority.

10-235 Indemnification of teachers, Board and commission members and employees in damage suits; expenses of litigation.

10-236 Liability insurance.

10-236a Indemnification of educational personnel assaulted in the line of duty.

52-557b Immunity from liability for emergency medical assistance, first aid or medication by injection. School personnel not required to administer or render.

53a-18 Use of reasonable physical force or deadly physical force generally.

53a-19 Use of physical force in defense of person.

Policy adopted: 10/16/89 – Lisbon Board of Education
Policy amended: 12/21/15 – Lisbon Board of Education
Policy amended: 03/19/18-Lisbon Board of Education

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ATTACHMENT A

Lisbon Central School Report of Staff Assault/Incident

Name:

Date of Assault/Incident:

Pursuant to Connecticut General Statutes Section 10-233g(a), I am informing you that I was assaulted by a student and that a copy of this report must be forwarded to the local police.

Description of Assault/incident (Attach additional pages if necessary):

Signature of Staff Member _____

Date Report Submitted to Principal:

Signature of Principal _____

Date of receipt of report:

Date forwarded to local police:

Date forwarded to Superintendent

Date forwarded to Board of Education members (redacted copy):

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ATTACHMENT B

Lisbon Central School Protocol for Staff Members Filing Assault/Incident Report

The Lisbon Public School district recognizes that Connecticut General Statutes Section L}-133g pertains to physical assaults upon school employees by students and requires:

- a) Where there is a threat of physical violence or a physical assault made upon a teacher or other school employee on school property or in performance of school duties, and such teacher or employee files a written report with the school principal based upon assault, the school building principal, or his/her designee, shall report such physical assault to the local police authority.
- b) No school administrator shall interfere with the right of a teacher or other employee of a Board of Education to file a complaint with the local police authority in cases of threats of physical violence and in cases of assaults by a student against such teacher or employee.

In addition to the requirements contained in Connecticut General Statutes Section 10-2339, the following steps shall be followed whenever a teacher is assaulted or threatened by a student:

- 1) The staff member who has been assaulted should file the report as soon as possible after the incident has occurred. Include photographs of any injuries if possible.
- 2) The principal or his/her designee will forward the Assault/Incident Report to the police prior to the end of the school day in which he/she received such report from the teacher. In the absence of the building principal, his/her designee will forward the report to the police.
- 3) The principal will also inform the superintendent immediately when such a report is made to the police and provide a copy of the report to the superintendent and a redacted copy to the Board of Education members.
- 4) A staff member wishing to file a criminal complaint with the police following a threat of physical violence or violence by a student shall do so with the local police department in the school district.
- 5) Any staff member making such a complaint to the police shall inform the building principal that a complaint has been made as soon as possible.
- 6) When a student breaks either district or school rules but neither a threat of physical violence nor an act of physical violence occurred against a school employee, it shall be considered a discipline matter and will be handled in accordance with the Lisbon Board of Education policies concerning student discipline and the school's student discipline guidelines.
- 7) If the student is an identified special education student, the student's Planning and Placement Team (PPT) shall receive a copy of the report and convene a PPT meeting to consider if the student's IEP and or behavior plan is appropriate.