

Know Your Rights!

Student Discipline

What's a student discipline plan?

The union contract says that the principal is responsible for working with union members and your site's governance team to develop a student discipline plan for your site. At a minimum, the plan should address expectations and consequences for student behavior, responsibility for carrying out the plan, and parental responsibility, but it cannot override your rights under the union contract or Education Code. The plan must be reviewed annually by the principal and all union members at your site. Keep a copy of the plan for your use!

What should I do when a student misbehaves?

The union member should inform the principal (or the principal's administrative designee) who must arrange a conference with you to discuss the problem. If you request it, the principal (or designee) must arrange for an appropriate specialist to attend the conference.

What are my rights to discipline a student?

You have the right to suspend a student from your class for good cause. The length of suspension can be for the day of the incident and the following school day. Send the student to the principal (or the principal's administrative designee). Remember to document the suspension!

What is administration's responsibility when I suspend a student?

The principal (or principal's administrative designee) is responsible for supervision of the student during the suspension. The principal is also responsible for arranging a parent/teacher conference regarding the suspension. The principal (or designee) then must inform you of the action taken regarding the suspended student.

What should I do if bad behavior continues?

You have the right to continued discussion with the principal about a solution to the student's misbehavior. Document the misbehavior, as well as your meetings with the principal. Continue to suspend the student from your class, if necessary. Students with documented incorrigible behavior problems must be referred by the principal to the appropriate SDUSD personnel for placement at another site or expulsion.

Zero Tolerance for physical harm or threats of physical harm!

Under your union contract, any student who causes, attempts to cause or threatens physical harm must be suspended, expelled or disciplined in accordance with SDUSD's Zero Tolerance Procedures.

What constitutes good cause for suspension?

(Includes but is not limited to)

- Insubordination
- Striking a staff person
- Endangering the safety of others

Sources: Collective Negotiations Contract, July 1, 2006 – June 30, 2008 (Article 11), California Education Code (Section 48900), SDUSD Administrative Procedures (6290 & 6295), SDUSD Zero Tolerance Policy Fact Sheet