

KNOW YOUR RIGHTS!

Restorative Justice



Our contractual rights impact our whole community!

Our union contract includes protections for **educators** like due process and progressive discipline. It also incorporates the District's Restorative Discipline Policy, which also impacts **students, families, and communities**.

What should restorative practices look like?

Per Section 11.7, schools should implement restorative practices that:

- Engage the community
- Empower students, staff & families
- Proactive & responsive communication tools
- Honor all voices in a way that is safe, respectful, equitable & accountable

We have a right to a Restorative Discipline Plan:

Section 11.7 specifies that each site should have a Restorative Discipline Plan which includes expectations, practices, responses to student behavior, responsibility for implementation, and parental responsibility and support.

The site plan should:

- Be developed by admin along with the site governance team and unit members
- Be reviewed and evaluated at least annually by the site supervisor and unit members.
- Align with contractual rights and District policies (like the District's Restorative Discipline Policy)
- Be given to all unit members within 10 workdays of reporting to work.

Sources:

[SDEA Contract](#), Sections 11.7, 11.10, 18.6, & Appendix K.

Additional Resources:

- [SDUSD Restorative Discipline Policy - Updated June 2025](#)

KNOW YOUR RIGHTS!

Restorative Justice

We have a right to support:

Effective restorative practices can't happen without training, buy-in, and resources!

- The District should provide **ongoing training to all unit members** and **support sites in implementing restorative justice practices**. Staff members are *not* required to implement restorative practices *without* appropriate training and resources. (11.7.7.)
- When student behavior disrupts the classroom even when routine classroom procedures are in place, **educators have the right to arrange a meeting with the principal to discuss supports and next steps**. (11.7.2.) Educators may suspend a student from their class in the case of specific behaviors that are listed in Ed Code (See Section 11.7.3., the list in Appendix K, & SDEA's KYR flyer on Student Discipline)
- Educators can access **peer support from other experienced colleagues** through the Peer Enrichment Program. (18.6.)

We have a right to the information needed to keep us all safe:

In cases of dangerous behavior, we have extra protections in our union contract and in Ed Code.

- **Assault, battery, or threats of physical harm** need to be reported to supervisors immediately (11.10.1.) and the District (supervisor or other relevant staff) needs to **take action and inform the unit member affected**. District policies need to specify appropriate actions and who is responsible. (11.10.3.) For example, the District Policy has a Restorative Response Matrix.
- **The District must notify unit members when they are assigned students who have a history of violent behavior** (Section 11.10.4. & Ed Code 49079.)
- If the District overturns a recommendation for expulsion based on physical threat or harm, there needs to be a meeting with a restorative justice practitioner and any involved unit members who wish to attend, to **mutually determine supports needed to keep everyone safe**. (11.10.6.)

Additional Resources:

- [SDUSD Restorative Discipline Policy - Updated June 2025](#)
- [Know Your Rights: Student Discipline](#)
- [Know Your Rights: Shared Decision Making](#)