

POLICY GBGB

Board of Education Las Cruces Public Schools

Related Entries: GBGB-R, EB, EB-R, EBAB, EBAB-R, EBBC, EBBC-R, GBGBA, GBGBA-R
Responsible Office: Associate Superintendent for Operations
Applicable To: Union Certified Employees Union Classified Employees Non-Union Employees All Employees

STAFF PERSONAL SAFETY AND SECURITY

I. PURPOSE

To provide the safest possible working environment for all school district employees.

II. BACKGROUND

A safe working environment is a vital component of employment with Las Cruces Public Schools. The Board of Education believes that within the resources available to the school district and the restrictions of applicable law and regulations, processes and procedures should be in place to create a safe environment, and every employee should do his/her part to ensure their safety and the safety of others in the school environment.

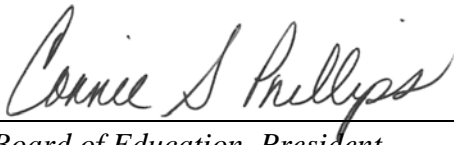
III. POSITION

- A. This Policy applies to all district employees (faculty and staff), unless specifically preempted by the provisions of an applicable collective bargaining agreement covering the district employee. The district employee is directed to the provisions of the applicable collective bargaining agreement on this topic for further guidance and possible changes or additions to this Policy as applied to the district employee.
- B. A copy of each school's Safe School Plan shall be available to every school district employee, who shall follow all safety instructions contained therein (see LCPS Policy EB, Environmental & Safety Program).
- C. School district employees shall be responsible for the safe and proper use of school district property and equipment.
- D. The district shall provide a process for the reporting of any incidents of assault, battery or physical confrontation (see LCPS Policy GBGBA, Employee Assault).
- E. The school district shall establish a process for employees to report employment-related accidents and illnesses, and shall have procedures to determine eligibility for Workers Compensation, §52-1-1 NMSA 1978. (see LCPS Policy GBGF, Staff Insurance).

- F. The school district shall provide reasonable support and assistance so that employees can maintain appropriate control and discipline in the performance of their assigned duties.
- G. The Superintendent of Schools shall promulgate a regulation for the enforcement of this policy.

IV. REVIEW

This policy shall be reviewed on an ongoing basis in accordance with the Board of Education policy review process.



Board of Education, President

February 15, 2011

Date Approved

History: Formerly Policy 248, revised 11.22.95; 1st reading 12.14.10; 2nd reading 1.18.11; 3rd reading 02.15.11

Legal Reference: §52-1-1 NMSA 1978