



MASTER AGREEMENT

between the

BOARD OF EDUCATION OF HOWARD COUNTY

and the

HOWARD COUNTY EDUCATION ASSOCIATION

BEGINNING JULY 1, 2010

and

ENDING JUNE 30, 2013

This is a Three (3) Year Agreement

Revised: August 2011

2. Except when necessary to fulfill other normal student responsibilities, the student shall not return to the classroom activity, program, or area where such disruption had taken place until the teacher is satisfied that proper remedial action has been taken or until the teacher has had a formal conference with and a written and/or verbal reply from the principal or assistant principal.
 3. The “Student Code of Conduct” shall be considered by the school administrator in reviewing individual student disciplinary actions. The final school building level authority for student disciplinary action is the school principal.
- B. Physical or Verbal Abuse
1. Any teacher threatened with physical abuse or who is physically abused in connection with his/her employment shall immediately report the incident in writing to his/her immediate supervisor.
 2. Incidents involving verbal abuse shall be reported in a similar manner.
 3. The teacher may request a conference with the Superintendent or his/her representative to discuss such an incident or the corrective action taken.
- C. All schools shall have a two-way communications system in which a teacher can initiate calls to the school office. Schools presently without such systems shall have them included in their renovation plans.
- D. Administrative Responsibility for Student Disciplinary Procedures
1. The principal of each school will be responsible for the development of an appropriate student disciplinary procedure with the involvement of all members of the faculty and administration.
 2. It shall be the principal’s responsibility to inform, in writing, the faculty and staff of the school disciplinary procedure. This shall occur by the end of the first student week of school.
- E. The initial responsibility for pupil behavior, safety, and control rests with the classroom teacher. The Board will provide all teachers with a policy of discipline as based on Maryland School Laws.

ARTICLE 10 PROTECTION OF TEACHERS

- A. The parties agree that they shall give support to the discipline procedures and policies of the Board and the items related to student discipline in this Agreement. The administration and the teachers recognize a mutual responsibility for the enforcement of such policies. It is also agreed that such policies will be enforced fairly and consistently without favoritism due to race, creed, color, or sex.

- B. Whenever a teacher is absent from school as a result of compensable personal injury occurring in the course of his/her employment, he/she will be paid his/her full salary for a period not to exceed 90 days with no loss of fringe benefits, and no part of such absence will be charged to his/her annual or accumulated sick leave. Any worker's compensation payments made for temporary disability due to said injury and applicable to the aforementioned 90-day period shall be endorsed over to the Board.

The Board will reimburse teachers for the cost of medical, surgical, or hospital services (as covered under workers' compensation insurance) incurred as the result of any injury sustained in the course of his/her employment.

- C. In the event of bomb threats against school system property, teachers will not be asked to search for bombs.
- D. Teachers, with the exception of pupil personnel workers, need not discuss student problems with parents away from the school site.
- E. In case of an assault by a student, or a nonstudent, on school property, on a teacher, causing damage or loss to his/her personal property--such as clothing--the Board shall make an equitable financial adjustment with the teacher for personal property losses not otherwise covered by insurance or restitution.
- F. Any physical assault upon a teacher by a student shall result in suspension of said student based on an investigation of the incident conducted by the school administrator. Except cases involving students with disabilities, no student shall be returned to class without first providing an opportunity to discuss readmission with the teacher.
- G. No visitor shall be permitted to enter a classroom without approval of the administrator. A teacher will be notified, either orally or in writing, in advance by a school administrator. The teacher may request that the visit be rescheduled based on the instructional needs and the best interests of the students.
- H. The Board shall provide, at the teacher's request, legal counsel to defend the teacher in an action arising out of an assault on a teacher in the course of the teacher's professional duties or arising out of any disciplinary action taken by a teacher in accordance with the disciplinary policy of the county.
- I. The teacher shall be informed in advance of the assignment of an instructional assistant and/or paraprofessional, and such assignment shall not be withdrawn except in case of emergency. The assignment may be withdrawn if the instructional assistant is assigned as a substitute for a teacher for that day only.
- J. Except for students with disabilities, if a student has been apprehended in a plan to cause serious injury or death to a teacher as determined under the school system's threat management plan, that student will not be returned to that teacher's classroom.