

DODGELAND SCHOOL DISTRICT
Board Policy Manual

523.4

STAFF PROTECTION

The Dodgeland School District shall offer the fullest possible protection to any employee who is subject to acts and/or threats of violence or harm by an individual or a group while the employee is carrying out his/her assigned duties. Employees shall immediately notify their building principal or supervisor of such acts or threats. The building principal or supervisor shall then immediately notify the District Administrator or Board President if applicable. Together they shall make plans and take steps, in cooperation with the employee, to provide every reasonable safety precaution and/or to facilitate access to needed first aid or other medical care. Precautionary and corrective actions, including any advisable legal action, shall be reported to the District Administrator at the earliest possible time.

If an employee has been disabled or handicapped because of an assault or other violent act arising out of and/or in the course of his/her employment, the Board shall provide reasonable accommodations that are needed for the employee to perform the essential functions of his/her position and/or shall grant the employee leave of absence with contract pay for a period not to exceed one year. The employee may be eligible for other leaves in accordance with legal requirements and established Board policies and procedures.

The employee may be requested to undergo additional job-related physical examinations at the district's expense. The employee shall return to employment when he/she is able to perform the essential functions of the position with or without accommodation.

Employees may apply for reimbursement of costs for the repair or replacement of personal property lost or damaged as a result of an assault or other violent act arising out of and/or in the course of their employment. Reimbursement shall be made in accordance with district insurance provisions and established procedures.

LEGAL REF: Sections 19.59 Wisconsin Statutes
 118.07
 118.12
 121.02(1)(i)
 946.12
 946.13
 Chapter 19, Subchapter 111

CROSS REF: 443.7, Threats to or by Students
 443.10, Emergency Nursing Services
 447.4, Student Expulsion
 511 Rule(2), Procedures for Employee Accommodations Under Section 504
 523.1, Physical Examinations
 523.5, Family and Medical Leave Act
 532.3, Staff Leaves
 772, Accident Prevention
 789, Insurance Management
 833, Public Conduct on School Property

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