Dear Parent(s)/Guardian(s):
The Ontario-Montclair School District (OMSD) prioritizes ensuring safe and orderly learning environments to
enhance on-going student achievement. In compliance with a new law, AB 500, we are required to disseminate
provisions related to employee/pupil interactions per district Board Policies (BP), Administrative Regulations
(AR), or Collective Bargaining Agreement (CBA). Below is a table of OMSD’s provisions related to employee/pupil
interactions.

OMSD Document and Page
Section/Number
Document Language

BP 1313 (AR1313)- Community
Relations

“This policy seeks to promote a school and workplace culture of mutual respect, civility, and
orderly conduct.”

BP 1313.1- Community Relations:
Expected level of behavior

“School and district personnel will treat parents and other members of the public with
courtesy and respect; Parents and visitors will treat teachers, administrators, other district
employees, and site visitors with courtesy and respect.”

BP 1313.3- Community Relations:
Parent recourse

“Any parent who believes he/she was subject to unacceptable/disruptive behavior on the part
if any staff member should bring such behavior to the attention of the staff member’s
immediate supervisor or appropriate director. The parent may report verbally or in writing
using the district’s uniform complaint form. Parents are encouraged to work out issues of
concern promptly. No retaliation will be permitted against the persons for working in good
faith under this policy to resolve conflicts.”

BP 1313.4- Community Relations:
Authority of school personnel

“Authority to direct persons to leave school or Board of Trustees premises: Any individual who
(1) disrupts or threatens to disrupt school or district operations; (2) threatens or attempts to
do or does physical harm to district personnel, student or others lawfully on a school or district
premises; (3) threatens the health or safety of students, district personnel or others lawfully
on a school or district premises;” “(5) uses loud or offensive language or who, without
authorization, comes on a school or other district facility may be directed to leave the school or
district premises by a school’s principal or assistant principal, or in their absence a person who
is lawfully in charge of the school or any district level administrator. If the person refuses to
leave the premises or returns before the applicable period of time as directed, the
administrator or other authorized personnel shall seek the assistance of law enforcement and
request that law enforcement take such action as is deemed necessary.”

BP 1313.5- Community Relations:
Authority to Deal With Persons
Who Are Verbally Abusive

BP 4119.21- Professional
Standards: Personnel and E
4119.21 Code of Ethics of the
Education Profession

“Inappropriate employee conduct includes, but is not limited to: (1) Engaging in any conduct
that endangers students, staff, or others, including, but not limited to, physical violence, threats
of violence, or possession of a firearm or other weapon, (2) Engaging in harassing or
discriminatory behavior towards students, parents/guardians, staff, or community members,
or failing or refusing to intervene when an act of discrimination, harassment, -5(r)-3.78 153.38 135.98
184.82 1s,

The grounds for discipline of an employee shall be for cause as determined by the Board, which
shall include, but not be limited to the following: (8) Discourteous, offensive or abusive
conduct or language towards other employees, pupils or the public.”

Ontario- Montclair School District
Human Resources

Employee/Pupil Interaction Provisions

Estimados padres o tutores
 legales:

El Distrito Escolar de Ontario
-Montclair (OMSD) prioriza la garantía
 de entornos de aprendizaje seguros y ordenados para
mejorar el rendimiento constante
 de los estudiantes. En cumplimiento con una nueva ley, AB 500, estamos obligados a
divulgar
 las disposiciones relacionadas con las interacciones entre empleados y alumnos según
 las políticas
 de la Mesa
Directiva (BP), Reglamentos
Administrativos
 (AR),
y
 con el Acuerdo Colectivo de Trabajo
 (CBA).
 A continuación se encuentra
una tabla de las disposiciones de OMSD
 con respecto a las interacciones entre empleados/alumnos.

Documento y Sección de
página/N
úmero de OMSD

Lenguaje del documento

BP 1313 (AR1313)
-
 Relaciones
comunitarias

“Esta política
 es con el fin de promover una cultura escolar y laboral de respeto mut
uo, civismo y
conducta ordenada.”

BP 1313.1
-
 Relaciones
comunitarias: Niveles esperados
de conducta

“El personal de la escuela y del distrito tratará a los padres y a otras personas del público
 con
cortesía