

TRUMBULL PUBLIC SCHOOLS  
BOARD OF EDUCATION  
POLICY MANUAL

SECTION: 4000  
CATEGORY: Personnel – Certified and  
Non-Certified  
POLICY CODE: 4148/Employee Protection

**EMPLOYEE PROTECTION**

**Policy Statement**

An employee may use reasonable physical force upon a student when and to the extent he/she reasonably believes such to be necessary to protect himself/herself or others from immediate physical injury, to obtain possession of a dangerous instrument or controlled substance (as defined in Connecticut General Statutes §21a-240) upon or within the control of such student, to protect property from physical damage, and/or to restrain such student or remove such student to another area, to maintain order. Physical force may not be used as a disciplinary measure.

Where there is a physical assault made by a student upon a teacher or other school employee on school property or in performance of school duties, the teacher or other school employee shall immediately file a written report with the school principal. The school principal shall then report such physical assault to the local police authority. No school administrator shall interfere with the right of a teacher or other employee of the Board to file a complaint with the local police authority in cases of threats of physical violence and in cases of physical assaults by a student against such teacher or employee. The Board of Education shall reimburse an employee for the cost of medical, surgical, or hospital services (less the amount of any insurance reimbursement) incurred as a result of any injury sustained in the course of his/her employment.

Any employee may provide emergency medical assistance when necessary. Section 52-557b of the Connecticut General Statutes grants immunity from liability for emergency medical assistance to a person in need of it when the assistance is given by a teacher or other school personnel on school grounds, in a school building, or at a school function, provided that the teacher or other staff member has completed a course in first aid offered by the American Red Cross, the American Heart Association, the National Ski Patrol, the Department of Public Health, or any director of health, as certified by the agency or director of health offering the course. Such immunity extends to civil damages for any personal injuries which result from acts or omissions by the person giving the emergency care or first aid, which might constitute ordinary negligence. Such immunity does not apply to acts or omissions constituting gross, willful, or wanton negligence. The provisions of this section shall not be construed to require any employee to render emergency first aid.

If criminal or civil proceedings are brought against an employee alleging that he/she committed an assault or provided poor emergency medical assistance, in connection with his/her employment, such employee may request the Board of Education to furnish legal counsel to defend him/her in any civil action or proceeding brought against the employee, within the limits set by law.

As required by law, the Board of Education will file a report annually with the State Board of Education indicating the number of threats and physical assaults made by students upon teachers, administrators, and other school personnel, and the number of physical assaults involving dangerous weapons made by students upon other students.

## **4148/Employee Protection**

Adopted: 3/14/1990

Revised: 7/25/1995, 2/24/2004,

7/9/2019

### References

- Connecticut General Statutes §§ 10-233g, 10-235, 10-236a, 52-557b, 53a-18
- Trumbull Board of Education Policy Code 5144.1: Use of Physical Force: Seclusion and Restraint, & Exclusionary Timeout