

MEMO

CALIFORNIA EDUCATION LAW UPDATE

FROM: MRS. THOMPSON

MARCH 5, 2018



California law AB 500 requires local educational agencies and K-12 private schools to maintain policies on employee interactions with students in its employee code of conduct. Pursuant to this new law, these policies are now accessible to parents and guardians on the SJCS website. Click [here](#) to review the SJCS guidelines.

GUIDELINES FOR STAFF-STUDENT INTERACTION

The following recommendations guide teachers and staff with the appropriate use of email and social media:

- *Use your school email account when communicating with students and parents.*
- *Communicate only about school matters.*
- *Write as though you are clear that other may/will read what you write.*
- *Do not use text or instant messaging with students. DO not put students on your "friend" lists and do not allow yourself to be on such lists with your students.*

San Jose Christian School expects its staff members (administrative, teaching, and support) to caringly assist students, but always appropriately. The following guidelines help define what is inappropriate behavior for any staff member coming in contact with students. Although every staff member's contact with students is within a specific context, the following behaviors are judged by San Jose Christian School as being inappropriate:

- *Using vulgar, profane, belittling, snide, or intimidating language to students or in their hearing.*
- *Making sexual innuendo to students or dressing in ways that might readily be construed as sexually provocative to students.*
- *Meeting a student at a location in school or outside of school (restaurant, home, in a car, etc.) that is not easily observed by another adult.*
- *Touching a student's body in a place or in a lingering manner that could readily be interpreted as a sexual advance.*
- *Grabbing, pushing, slapping, poking, or physically touching a student in a manner that could be readily construed as violent and motivated by anger.*
- *Being in a car alone with a student without the expressed consent of the student's parent immediately before the ride.*
- *Any behavior toward students that does not respect their bearing of God's image.*