

# KNOW YOUR RIGHTS!

## *Restorative Justice*



### **Our contractual rights benefit our whole community!**

Our union contract protections for educators like process and progressive discipline. It also incorporates the District's Restorative Discipline Policy, which extends protections that benefit not just educators but also students, families, and communities. **Restorative Justice** is focused on repairing harm to victims and communities, rather than other forms of discipline that exclusively focus on punishing the offender. Progressive discipline for educators and restorative justice for students ensures opportunities for all to grow and improve.

### **Sources:**

SDEA Contract, Sections 11.7, 11.10, 18.6, & Appendix K.

### **What should restorative practices look like?**

Per Section 11.7, schools should implement restorative practices that:

- Engage the community
- Empower students, staff & families
- Proactive & responsive communication tools
- Honor all voices in a way that is safe, respectful, equitable & accountable

### **We have a right to a Restorative Discipline Plan:**

Section 11.7 specifies that each site should have a Restorative Discipline Plan which includes expectations, practices, responses to student behavior, responsibility for implementation, and parental responsibility and support.

This plan should:

- Aligns with contractual rights and District policies (like the District's Restorative Discipline Policy)
- Be reviewed and evaluated at least annually by the site supervisor and unit members (
- Be given to all unit members within 10 workdays of reporting to work.

# KNOW YOUR RIGHTS!

## *Restorative Justice*

### **We have a right to support:**

Effective restorative practices can't happen without training, buy-in, and resources!

- The District should provide **ongoing training to all unit members** and **support sites in implementing restorative justice practices**. Staff members are *not* required to implement restorative practices *without* appropriate training and resources. (11.7.7.)
- When student behavior disrupts the classroom even when routine classroom procedures are in place, **educators have the right to arrange a meeting with the principal to discuss supports and next steps**. (11.7.2.) Educators may suspend a student from their class in the case of specific behaviors that are listed in Ed Code (See Section 11.7.3., the list in Appendix K, & the [flyer on Student Discipline](#))
- Educators can access **peer support from other experienced colleagues** through the Peer Enrichment Program. (18.6.)

### **We have a right to the information needed to keep us all safe:**

In cases of dangerous behavior, we have extra protections in our union contract and in Ed Code.

- **Assault, battery, or threats of physical harm** need to be reported to supervisors immediately (11.10.1.) and the District (supervisor or other relevant staff) needs to **take action and inform the unit member affected**. District policies need to specify appropriate actions and who is responsible. (11.10.3.) For example, the [District Policy](#) has a Restorative Response Matrix.
- **The District must notify unit members when they are assigned students who have a history of violent behavior** (Section 11.10.4. & Ed Code 49079.)
- If the District overturns a recommendation for expulsion based on physical threat or harm, there needs to be a meeting with a restorative justice practitioner and any involved unit members who wish to attend, to **mutually determine supports needed to keep everyone safe**. (11.10.6.)

### **Additional Resources:**

- [Resources from SDUSD RJP Department](#)
- [SDUSD Restorative Discipline Policy - BP 5144](#)
- [Know Your Rights: Student Discipline](#)