

## **NYC DOE and UFT System-wide Standards for Safety**

The UFT and the DOE seek to ensure safety, and positive school culture and climate in each and every one of our schools. This document was drafted in accordance with the 2018 Memorandum of Agreement between the UFT and the DOE in order to provide system-wide safety standards to school educators and related service providers. The UFT and the DOE worked collaboratively to design these standards in order to address concerns raised by schools and educators.

The Standards listed below were created by the Central Safety Sub-Committee in accordance with the 2018 Memorandum of Agreement between the UFT and the DOE. These standards should be utilized as the foundation upon which school communities can develop and improve the awareness and understanding of existing laws, regulations, and resources that address matters concerning school safety, culture and climate. It is the expectation that issues around these matters can be addressed and resolved at the school level. Enforcement is limited to the rights set forth by the 2018 Memorandum of Agreement between the UFT and the DOE and is not intended to cover a prohibited subject of collective bargaining agreements.

This document shall be distributed to all schools and key stakeholders including, but not limited to, SLT Chairpersons, PA/PTA Presidents, UFT Chapter Leaders, UFT District Representatives, Superintendents, school leaders and CSA representatives.

All employees, including those in functional chapters, who believe that there is a violation of the System-wide Safety Standards should seek to resolve their concern(s) at the school level. If issues are not resolved at this level, the employee(s) may request that their Chapter Leader raise school safety, culture and climate issues to their respective Borough-based Safety Committee.

The Borough-based Safety Committee shall meet monthly for the purpose of addressing safety, discipline, culture and climate issues not being addressed at the school level and to ensure that these System-wide Safety Standards are being implemented properly in schools.

## **NYC DOE and UFT System-wide Standards for Safety**

### **Standard 1: School Safety and School Culture and Climate; Regulations and State Law**

NYS Education Law and Chancellor's Regulations related to school safety and positive school culture and climate will be properly enforced to ensure the safety of students and school staff. These items include, but are not limited to:

- New York State Education Law - Article 55
  - 2801- Codes of conduct on school property.
  - 2801-A- School safety plans.
  - 2801-B - New York state school safety improvement teams.
  - 2802 - Uniform violent incident reporting system.
  - 2814 - Omnibus school violence prevention grant program (if applicable).
- New York State SAVE Legislation
- Chancellor's Regulations A-400 series focused on safety
- Chancellor's Regulations A-750 and 755 focused on child abuse and suicide prevention
- Chancellor's Regulation A-831 and 832 focused on sexual harassment and bullying

### **Standard 2: School Safety and the Safety Committee**

To promote collaboration and communication on issues involving school safety, culture and climate the DOE and the UFT are committed to ensuring that Article 9, Article 10 and Appendix B of the Teachers Collective Bargaining Agreement as well as Chancellor's Regulation A-443 are discussed and enforced at the school level.

In accordance with Chancellor's Regulation A-414, all schools are required to create Safety Committees that meet at least on a monthly basis. This committee establishes safety procedures, the expectations and responsibilities of students and staff with respect to safety, and communication related to culture and climate. Additionally, the committee shall design prevention and intervention strategies and programs specific to the needs of the school.

Within two days of any School Safety Committee meeting, the School Safety Committee shall distribute the minutes of the meeting to all staff using the attached "Decision Summary Sheet Template."

### **Standard 3: School Culture and Climate**

Positive School Culture and Climate is essential for student success. In order to foster Safe and Supportive schools and promote a positive school climate and culture, schools will continually maintain and update their Consolidated School and Youth Development Plans which shall include, but not be limited to areas such as anti-bullying programs, Respect for All programs, restorative justice and de-escalation initiatives as per current regulations. The specifics of each program/initiative will be memorialized within the School Consolidated and Youth Development Plan (the Consolidated Plan).

#### **Standard 4: Professional Development**

The DOE shall provide professional development on the topics of school safety, emergency readiness and school culture and climate to Chapter Leaders in the same manner in which it is provided to principals, except that such professional development shall take place during the first month of the school year during the contractual workday.

According to NYS Education Law, school staff must have annual training on the emergency response plan, and this school safety training shall include components on violence prevention and mental health.

All NYC Public School Principals receive the annual “Opening Day Training Deck.” As per New York State Education Law Sections 2801-a, this training shall be delivered to all staff by September 15. The school principal shall make available school safety/climate and culture professional development to all UFT-represented employees at least two (2) times per semester during the contractual workday. The content of this Professional Development shall be decided by the School Safety Committee.

Each fall the DOE shall provide training (jointly developed by the UFT and the DOE) to all deans in a borough during the workday.

#### **Standard 5: Safety Data, Enhanced Version (Staff Version) of the Safety Plan and Summary Reports/Consolidated Plans**

The DOE has created tools that schools can use to provide insight regarding school safety, climate and culture. To increase opportunities for collaboration, principals shall provide Chapter Leaders, within thirty (30) days of the NYPD certification of the School Safety Plan, a copy of the Staff Version of the School Safety Plan. This plan shall be provided to the staff upon request to the principal. NYPD certification should occur no later than December 1. Until this certification occurs, the previous year's Safety Plan is in effect.

The principal shall distribute copies of the School Consolidated and Youth Development Plan (the Consolidated Plan) to the Chapter Leader within thirty (30) days of approval by the DOE.

Occurrence data should be reviewed and discussed at the School Safety Committee meetings. No later than 48 hours prior to the School Safety Committee meeting, the principal shall provide a copy of the following Online Occurrence Reporting System (OORS) reports to the Chapter Leader which may not be reproduced nor distributed: Occurrence Snapshot, Level 1-5 Summary, Occurrence Summary by Code, Location Summary, and Hourly Incident Analysis. ·