

4148/4218 EMPLOYEE PROTECTION

An employee may use reasonable force as is necessary to protect him/herself from attack, to protect another person or property, to quell a disturbance threatening physical injury to others, or to obtain possession of weapons or other dangerous objects upon the person or in the control of a student.

Employees shall immediately report cases of assault suffered by them in connection with their employment to their Principal or other immediate superior, and to local law enforcement agencies. Such notification shall be forwarded immediately to the Superintendent who shall comply with any reasonable request from the employee for information in the possession of the Superintendent relating to incident or the persons involved, and shall act as liaison between the employee, the police and the courts.

No school administrator shall interfere with the right of a teacher or other school employee to file a complaint with the local police authority in cases of threats of physical violence or actual physical violence against such teacher or employee.

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.

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

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 the result of an injury sustained in the course of his/her employment.

Section [52](#)- 557b of the 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 the 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 State Department of Health Services, or any municipal health department, as certified by that agency, has such immunity that 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.

Legal Reference: Connecticut General Statutes

[10](#)- 233b Removal of pupils from class.

[10](#)- 233c Suspension of pupils.

[10](#)- 233g Boards to report school violence. Reports of principals to police authority.

[10](#)- 235 Indemnification of teachers, Board and commission members and employees in damage suits; expenses of litigation.

[10](#)- 236 Liability insurance.

[10](#)- 236a Indemnification of educational personnel assaulted in the line of duty.

[52](#)- 557b Immunity from liability for emergency medical assistance, first aid or medication by injection. School personnel not required to administer or render.

[53a](#)- 18 Use of reasonable physical force or deadly physical force generally.

[53a](#)- 19 Use of physical force in defense of person.

Adopted by the Salisbury Board of Education: October 25, 2021