

**Baltimore Teachers Union  
Code of Conduct Task Force  
RECOMMENDATIONS FROM GROUPS 1 AND 2  
Team Lead: Clifton Denby/ Sandra Davis**

Throughout this document:

- All additions are in **RED**
- All deletions are marked by an **X**

INAPPROPRIATE OR DISRUPTIVE BEHAVIOR	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5	SCHOOL POLICE INFORMED	NOTES
<b>Attack on Student (402.1)</b>							
Bodily injury for pre-k to grade 2		*	*			*	The recommendation of informing school police is because an attack could potentially become a public safety issue due to the possibility of broader community involvement.
Bodily injury for grades 3 - 5		*	*	*		*	
Two or more persons intentionally attacking a student (e.g. "banking") pre-k to grade 5	X	*	*	*		*	
<b>Bomb and/or Mass Violence Threat (502.1)</b>							
Pre-k to grade 2	*	*	*			*	The committee recommends notifying school police whenever this type of threat is made regardless of the age.
Grades 3 to 5		*	*	*		*	
Grades 6 to 12				*	*	*	
<b>Bullying, Including Cyberbullying and Gang-Related Incidents (407.1)</b>							
Gang-related incidents typically refer to a group of three or more individuals that associate periodically as an ongoing criminal group, with an overt or covert command structure, to regularly conspire and/or commit illegal and disruptive acts within the school community		X	*	*	*	*	The committee questions, who is defining "gang" The words/phrases " <b>ongoing criminal group</b> ", " <b>overt or covert command structure</b> ", " <b>conspire and/or commit illegal and disruptive acts</b> " warrant this section to begin at a Level 3 consequence
<b>Fighting (405.1)</b>							
Physical aggression with another student (e.g., shoving or pushing)	*	*				*	The recommendation of informing school police is because a fight could potentially become a public safety issue due to the possibility of broader community involvement.
Fighting (may include incidents resulting in minor injuries)		*	*			*	

INAPPROPRIATE OR DISRUPTIVE BEHAVIOR	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5	SCHOOL POLICE INFORMED	NOTES
<b>Physical Contact with School Personnel or Other Adult (401.1)</b>							
Attack against school personnel or other adult: physically attacking an employee of City Schools or other adult, including intentionally striking a staff member who is intervening in a fight or other disruptive activity (grades 3 to 12)		X	*	*	*	*	The committee recommends this to begin at Level 3 because of the words/phrases “physically attacking” and “intentionally striking”
<b>Sexually-Based Infraction</b>							
Sexual harassment (602.1) (e.g. unwelcome sexual advances; inappropriate touching, request for sexual favors; other inappropriate verbal, electronic, written, or physical conduct of a sexual nature)		*	*	*		*	<p>The committee recommends the following be added:</p> <p>School staff shall:</p> <ul style="list-style-type: none"> <li>Report incidents to the administrator and the administrator shall contact school police</li> <li>File a report with CPS</li> <li>Refer the students to counseling</li> </ul>
Sexual activity or sexual misconduct (603.1) (e.g. indecent exposure, engaging in sexual activity, etc.) (pre-k to grade 5)	*	*				*	
Sexual activity or sexual misconduct (603.1) (grades 6 to 12)	*	*	*			*	
<b>Verbal, Physical, or Written Threat to Student (404.1)</b>							
Persistent threatening or aggressive language or gestures directed toward another student (grades 6 to 12 only)			*	*	*	*	The words: <b>persistent, threatening</b> and <b>aggressive</b> warrant this section to include Level 4 and informing school police as consequences. Verbal threats could lead to physical attacks potentially creating a public safety issue due to the possibility of broader community involvement.

INAPPROPRIATE OR DISRUPTIVE BEHAVIOR	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5	SCHOOL POLICE INFORMED	NOTES
<b>Weapons, Firearms, and Explosives</b>							
Explosives (503.1, 893.1 (possession sale distribution, of an incendiary or explosive material or device including firecrackers, smoke bombs, flares or any combustible or explosive substances or combination of substance or articles, other than a firearm)		X	*	*	*	*	This section has been changed to reflect possession, sale or distribution only
<b>Explosives (detonation of an incendiary or explosive material or device including firecrackers, smoke bombs, flares or any combustible or explosive substances or combination of substance or articles, other than a firearm)</b>			*	*	*	*	<b>This section has been added to reflect the actual detonation of a device</b>
<b>Use of explosives of any kind in the commission of an aggressive act toward another person</b>			*	*	*	*	<b>This section has been newly added to mirror the section on “use of any other weapon”(320.2, 893.5)</b>
<b>Defiance of Authority and/or Insubordination (701.3) Disrespectful Behavior (701.1)</b>							No recommendations for change however, the committee believes establishing relationships with students is key

The groups have determined this provision in the code **MUST BE ENFORCED**

**“Applicable at school, school-sponsored activities, or when involved in incidents affecting the safety or welfare of the school community; expulsion for no less than one calendar year is mandated by Maryland state law for firearms violations, but can be modified on a case-by-case basis by City Schools’ CEO or CEO’s designee”**