Assembly Bill 500 (AB500), effective January 1, 2018, adds section 44050 of the California Education Code, which requires schools to provide this section on employee interactions with pupils in its code of conduct and to parents and guardians of enrolled students on the School’s website. Portions of the above are also included in the School’s Employee Handbook.

Employee Interactions Policy – LMS

SHS expect all employees to exercise good judgment and maintain professional standards and ethical boundaries when interacting with students. Because these relationships are so important, it is essential that SHS faculty and staff maintain professional relationships with students at all times. This refers not only to during the school day, but at events, both on and off campus, whether sponsored by the school or not, and on social media. In light of this responsibility, the following are instances when interactions between employees and students could occur:

- As bikes are observed not being walked by students entering or leaving school property
- As students are observed riding skateboards, roller blades and scooters on campus
- During periodic school locker inspections without advance warning or notice
- During regular fire and earthquake evacuation drills
- As students try to leave campus without authorization
- When students are not picked up by nightfall, employees may relocate them to temporary accommodations on the SHS campus
- When confiscating cell phones, smart watches or any other electronic devices used by students during school hours
- When students are observed wearing things outside of the General School Uniform Guidelines
- When students are under Attendance Review or being placed under Activity Restriction until attendance improves
- When students miss previously scheduled tests or quizzes as a result of arriving at school late or may have temporarily left school
- When students sustain a head injury/trauma during the school day and needs to be removed from a class/activity/or sport
- When reporting or making periodic checks ups on students with head lice
- When students are required to take prescribed medication and need assistance during the school day in accordance with Education Code 49423
- When students are observed carrying or self-administering medications, employees may reassure that a medical need exists
- When students are not able to complete an assignment from their teacher(s)
- When students need clarification on what is and what is not cheating in a given course
- When a case of academic dishonest or the appearance of it is in question
- When students engage in minor offenses which could lead to disciplinary action such as disrespect, dress code violations, inappropriate language, disruption, property misuse and roughhousing
- When students engage in major offenses which could lead to disciplinary action such as fighting, cheating, defiance, excessive tardiness, harassment/bullying, inappropriate displays of affection, violation of Acceptable Use Policy
- When students violate SHS Computer & Internet Use standards (i.e., chat rooms, games, unauthorized account use, cyber-bullying, plagiarism and other non-school related activities
• When students confide private information to employees. As Mandated Reporters, an employee is legally bound to report suspected child abuse, neglect or maltreatment to law enforcement or other responsible governmental agencies.