

11/30/2017

"I do solemnly swear (or affirm) that I will support the constitution of the United States of America and the constitution of the state of Michigan and that I will faithfully discharge the duties of the office of teacher according to the best of my ability". -Michigan Teacher oath

Staff at MLK have come together to express their concern for student and staff safety at our school. We have observed over the past months student safety becoming a major concern. We feel as though we are unable to fulfill our duty as an educator due to major behavior and safety concerns. We no longer feel safe in our workplace. Several of our staff members have been physically assaulted by students. These students face little to no consequences and are back in the classroom shortly after the incident. This jeopardizes the safety of the adults in the room as well as children. It makes the classroom environment extremely toxic and very difficult to continue to teach. Students are too afraid to focus. The teacher oath says that we are responsible for supporting the constitution of the United States and the state of Michigan. This is a concern for staff in our building for the reasons listed below. These experiences happen multiple times daily;

- Student/staff assault
- Physical violence
- Threats of physical violence
- Threats of harm to personal items
- Vandalism
- Theft

We strongly believe that students are not being held accountable for their major behavior infractions. There are no consequences that students are facing for physical assault. Many students and staff have expressed concern that they feel unsafe throughout the school day.

As a group of professionals we have consulted the BHAS student code of conduct on several occasions and have realized that the conduct code is not being followed. The BHAS student code of conduct lists the following behaviors as class II offenses: fighting, sexual harassment, gross insubordination, destruction of school property. The code of conduct also states that after PBIS plan is followed and interventions have been in place, short term suspension is an appropriate consequence. Staff within our building feel as though these behaviors are not being handled by administration in an appropriate manner. Due to the implementation of the "no suspensions" rule (which runs completely opposite of what the BHAS code of conduct says) this situation is spiralling out of control and incidences are rapidly increasing. Students are actually discussing their excitement to be physically aggressive toward staff and looking forward to the "trouble" they will get in.

Our staff expects administration to take these concerns seriously and come up with an action plan quickly to improve safety for students and staff. As stated above, the situation is out of control and is no longer safe for those involved. As professionals, who took an oath, we will continue to advocate for student and staff safety along with what is best for students.

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With best regards,
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