

STAFF ETHICS

522.4

A staff ethics policy is important for promoting a positive relationship with students, administration, and other staff, and is of paramount importance in student achievement. An acceptable code of ethics is essential since students learn by example.

All District employees are expected to accept responsibility for their conduct and to understand that their conduct may be regarded as representative of the District. Employees are required to abide by a standard of conduct that models good citizenship, integrity, high ethical standards and self-discipline. District employees are seen as role models of these behaviors for students, other staff, parents, and the community. It is expected that District employees promote such behavior that will maintain the respect of students, parents, and the community.

Further, each staff member is expected to conduct him or herself in a manner that will not violate local, state or federal laws.

Standards of Professional Conduct

Refer to employee handbook to identify various behaviors.

Violations

The superintendent or his/her designee will have a conference with a staff member who is suspected of being in violation of the staff ethics policy. Violations will be handled by established disciplinary procedures provided the school district in accordance with the appropriate law, policy, procedure, or collective bargaining agreement. Discipline may begin at any step in the progressive discipline process up to and including dismissal from employment once reasonable and appropriate judgment determines the seriousness of the violation.

This policy will be disseminated to all employees annually at the first staff in-service of the year.

Approved: May 16, 2011