

STAFF ETHICS

The Seabrook School Board reaffirms one of the oldest beliefs in education: One of the best methods of instruction is that of setting a good example.

The Board expects that the staff of the district will strive to set the kind of example for students that will serve them well in their own conduct and behavior which will contribute toward an appropriate school atmosphere.

To that end, in dress, conduct, and interpersonal relationships, all staff should recognize that they are being continuously observed by students and that their actions and demeanor will be reflected in the conduct of the students.

The personal life of an employee will be the concern and warrant the attention of the Board only as it may directly prevent the employee from effectively performing assigned functions during duty hours, or as it violates local, state, or national law or contractual agreements.

Following is a list of actions that are considered misconduct while on duty on or off District premises:

- possessing, using, manufacturing, distribution, or dispensing any illegal drugs or alcohol while on duty or off district property;
- fighting or deliberately harming another;
- being absent without approval;
- refusing to follow a supervisors instructions and directions;
- destroying school property intentionally;
- using obscene language which is unsuitable in the school setting;
- having any interaction/activity of a sexual nature or intent with a student;
- possessing weapons on school property;
- using school property without proper authorization; and
- behaving in any inappropriate manner to the extent of adversely affecting the employees ability to perform his/her work.

Violations of this policy by employees will be grounds for immediate suspension and possible termination of employment. In such cases, an employee will be informed of his/her rights to a hearing.

An employee speaking or writing as a citizen must be free from institutional censorship or discipline, but his/her special position in the community carries special obligations. The employee must remember that the public may judge the profession and institution by his/her utterances. Hence the employee must at all times, be accurate, exercise appropriate restraint, show respect for the opinion of others, and make every effort to indicate that he/she is not a school spokesperson.

DATE:**Adopted:****Reviewed:** June 2014, June 2015, August 8, 2016, June 12, 2017, **August 16, 2018****Revised:** May 9, 2005**Cancellation:**