

Personnel – Certified / Non-Certified

4118.23

CONDUCT

4218.23

The Board of Education recognizes that school children are often influenced by the conduct displayed by teachers and other members of a school's staff. The staff will strive to set the kind of example for students that will serve them well in their own conduct and behavior and contribute toward a positive school climate.

Employees are to report for work professionally dressed in accordance with their position, on time, and fully prepared to perform their duties. They are to perform their duties in a timely and efficient manner, and to refrain from inappropriate conduct. Every employee is expected to deal effectively and respectfully with students, parents, and other staff members.

The personal life of an employee will be the concern and warrant the attention of the District/Board only as it may directly affect:

- The employee's fitness to perform the job;
- The employee's fitness to be placed in a position of influence or trust with children or the property of the district; or
- Constitute a conflict of interest.

Disciplinary action, when necessary, will be applied in accord with applicable laws, policies, and collective bargaining agreements.

Adopted 6/9/2015

Revised and Adopted 10/28/2025