

Staff Conduct and Responsibilities

All staff has the responsibility to be familiar with and abide by state laws and school board policies and regulations as they affect staff work. The school board expects certificated personnel to adhere to the standards provided by the Code of Ethics for Idaho Professional Educators.

The board is committed to the Code of Ethics, a standard of ethical practices recommended by the Professional Standards Commission and adopted by the State Board of Education. Allegations of unethical conduct brought to the attention of the district's administrative staff will be fully investigated by the superintendent or designee. If it is determined that a certificated employee violated the principles of the Code of Ethics the board of trustees may file a complaint with the Professional Standards Commission and may initiate district disciplinary action up to and including dismissal of the certificated employee.

If a district employee is dismissed, resigns, or is otherwise severed from employment for reasons that could constitute grounds for revocation, suspension or denial of a certificate, the superintendent or designee will, within ten (10) days of the action, report to the State Department of Education the circumstances and name of the educator.

In the area of personal conduct, the school board desires to have all employees conduct themselves in a manner that reflects credit to the school system and sets forth a model worthy of emulation by students. The employee's manners, dress, courteousness, industry, and attitudes establish models that affect the development of students. Unseemly conduct or the use of abusive and/or profane language in the presence of students is expressly prohibited.

All staff will be expected to execute their assigned responsibilities with conscientious concern.

Essential to the success of school operations and the instructional program are the following specific responsibilities, which will be required of all personnel:

- Faithfulness and promptness in attendance at work.
- Support and enforcement of board policies and administrative regulations in regard to students.
- Diligence in submitting required reports promptly at the times specified.
- Care and protection of school property.

- Concern and attention toward their own and the school system’s legal responsibility for the safety and welfare of students, including the need to assure that students are under supervision at all times.

In order to protect the health, welfare, and safety of students, no school employee will dispense or in any way transfer possession of alcohol or any drug while on school premises, including school vehicles, or at any school planned activity. No school employee will dispense a student’s prescribed medication to them except through strict adherence to District Policy 706.4.1 “Administering Medicines to Students- Asthma Inhaler Exemption.” Further, no school employee will be under the influence of alcohol or possess or be under the influence of any illegal drug while on school premises, including school vehicles, or at any school planned activity. Violation of this policy provision may result in suspension and/or dismissal of the employee.

Legal source: Idaho Code 33-1208 “Revocation, suspension, denial, or place reasonable conditions on certificate- Grounds.”
Idaho Code 33-1208A “Reporting requirements and immunity.”
Idaho Code 33-1209 “Proceedings to revoke, suspend, deny or place reasonable conditions on a certificate- Subpoena power-Hearing.”

Code of Ethics for Idaho Professional Educators
District Policy 706.4.1 “Administering Medicines to Students- Asthma Inhaler Exemption.”

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