

EMPLOYEE STANDARDS OF CONDUCT

It is the goal of Bath County School Board to promote the well being of its employees in the workplace and to maintain high standards of professional conduct and work performance. Therefore, this policy establishes standards for professional conduct and behavior deemed unacceptable for the teacher of Bath County School Board. All employees under full or partial contract are to be familiar with attached policy GCPC-R for enforcement of all policies.

Standards of Professional Conduct

Each teacher is expected to:

- Comply with all school laws, school board policies and regulations.
- Perform assigned duties satisfactorily.
- Work as scheduled.
- Behave in a professional manner.
- Properly use school board funds, property and personnel.
- Demonstrate behavior at all times conducive to being a role model for students.

Unacceptable Conduct

The following conduct is prohibited and may be subject to disciplinary action; this list is not exhaustive and therefore other conduct may also be subject to discipline in accordance with state law:

- Excessive tardiness.
- Abuse of school board time.
- Unauthorized use of school board funds, property or personnel.
- Disruptive behavior.
- Unsatisfactory work performance.
- Failure to follow a supervisor's proper instructions.
- Absence from work without proper authorization.
- Falsifying any school board record, student record, report or employment application.
- Destruction or damage of school board property.
- Fighting and other acts of violence.
- Sleeping at work.
- Interfering with the work of other school board employees.
- Incompetence.
- Immorality.
- Noncompliance with school laws and regulations.

- Charged with or convicted of a felony or crime involving moral turpitude.
- Charged with a misdemeanor involving sexual assault, drugs, obscenity and related offenses or physical or sexual abuse or neglect of a child.
- Threatening the safety or welfare of the school division or its students.
- Working after consuming alcohol, illegal drugs, or unlawful prescription drugs.
- Manufacturing, distribution, dispensing, possessing, consuming, using or selling alcohol, illegal drugs or unauthorized prescription drugs on school board property or at a school board activity.

Procedures for Implementing Discipline

The Superintendent shall adopt a regulation for implementing discipline consistent with state law and Policy GCPD. Such regulations shall include a range of disciplinary options including, but not limited to: an informal (oral) warning, a written reprimand, a performance plan, demotion, probation, suspension and dismissal. Such discipline shall be imposed based on the severity and the frequency of the misconduct.

Adopted: June 22, 1999

Legal Refs: Code of Virginia §§22.1-307 and 22.1-315

Cross Refs: Policy GCPD