

Policy

STAFF CONDUCT

Code GAMC Issued 12/15/21

The 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 the staff of the district to strive to set the kind of example for students that will serve them well in their own conduct and behavior and subsequently contribute to an appropriate school atmosphere. Staff must act in a manner that is consistent with the District's policies and sets a positive example for all.

To that end, in dress, conduct (including conduct communicated or performed in person, in writing and/or electronically), and interpersonal relationships, all staff should recognize that they are being continuously observed by students, other employees, parents/legal guardians, and community members, and that their actions and demeanor may impair their effectiveness as an employee.

The personal life of an employee, including the employee's personal use of district-issued and non-district issued electronic equipment, inside and outside of working hours (such as through social networking sites and personal portrayal on the internet), will be the concern of and warrant the attention of the Board if it impairs the employee's ability to effectively perform his/her job responsibilities or if it violates local, state or federal law or contractual agreements. Employee social media use has the potential to result in disruption of the school/work environment or impair the efficiency of the school/workplace. As such, the Board expects employees to ensure all their conduct and communications, including those associated with their social media, do not disrupt the school/work environment, or create a reasonable apprehension of disruption in the school/work environment or impair the efficiency of the school/workplace. Employees will be held to the same professional standards in their use of social media as they are for any other conduct. If an employee has a question regarding the appropriate use of social media, he/she should consult his/her direct supervisor or building principal for guidance. Unprofessional conduct may subject the employee to disciplinary actions consistent with state law, federal law, and/or Board policy.

No employee will engage in immoral or criminal conduct or commit or attempt to induce students or others to commit an act or acts of immoral conduct or criminal conduct. If it appears an employee may have violated the law, the district will cooperate with law enforcement agencies.

All employees are expected to maintain a professional relationship with students at all times, both inside and outside of school. All employees are expected to exercise good judgment and to maintain professional boundaries appropriate to an educational setting and consistent with the educational mission of the district. No employee may engage in inappropriate conduct of a

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sexual nature with a student at any time. This includes any action or conduct communicated or performed in person, in writing, or electronically through such means as a telephone, cell phone, computer, PDA, or other telecommunication device, and includes text messaging and social networking.

Employees of the district, while on duty, will not use profanity, will not use tobacco in any form and will not possess, consume, or be under the influence of alcohol or drugs, as provided for in Board Policy GAMA (Drug-Free and Alcohol-Free Schools/Workplace).

Violations of this policy by employees will be grounds for placing an employee on administrative leave, with pay, pending an investigation, and possible termination of employment, consistent with district policy and state law.

Arrest of an Employee

The board delegates specific authority to the superintendent, or his/her designee, to take appropriate employment action with regard to an employee who has been arrested, consistent with state law. Employees who are arrested must notify their supervisor immediately

Adopted 3/16/10; Revised 12/14/21

Legal references:

- A. S.C. Code, 1976, as amended:
 - 1. Section 16-3-755 – Sexual battery with a student.
 - 2. Section 16-23-420 and 430 – Concealed weapons; school property exception.
 - 3. Section 59-25-430 – Teacher dismissal; evident unfitness for teaching.
 - 4. Section 59-25-450 – Teacher suspension.