

## **PERSONNEL**

### General Staff Responsibility and Conduct

Because school personnel deal with children daily, a high standard of staff conduct is expected by the Board of Directors. The following rules shall apply to all school district staff.

1. Employees will show courteous and respectful treatment of students, parents, school patrons and colleagues. Use of profanity will not be tolerated.
2. Intimidation and/or threats of reprisal toward students, parents, school patrons and colleagues is considered inappropriate staff conduct.
3. Employees are prohibited from engaging in sexual, intimate or romantic conduct or contact with a student, regardless of age, who is currently enrolled in the District. Staff members are expected to maintain professional and ethical relationships with students even when interacting with students outside the school day.
4. No employee shall use, be under the influence of, or be in possession of alcoholic beverages, marijuana or unlawful, illicit drugs or controlled substances during the work day or assigned supervisory time or while attending school sponsored activities. No employee shall use the district property or the employee's position to make or traffic alcohol or illegal drugs.
5. Employees are expected to be present at their assigned school or place of work during specified work hours unless excused by the supervisor.
6. Employees may not smoke (including electronic smoking devices) on school property including all district buildings, grounds and district owned vehicles.
7. Employees shall carry out directions of supervisory personnel in accordance with district policy, rules and regulations. State laws and regulations and these district policies regarding staff conduct shall be communicated to all persons at the time of initial hiring and at least annually thereafter.
8. Supervisors are prohibited from establishing dating or sexual or romantic relationships with subordinate employees.

The Superintendent of Schools or his/her designee shall develop rules, regulations and a means of monitoring which will assure that this policy is implemented.

(See also Policy No. 9340 - Smoking Policy; Policy No. 5351 Use of Tobacco and Nicotine Products and Delivery Devices on School Property)

Policy No. 5270  
General Staff Responsibilities and Conduct - Continued

Legal Reference:

- RCW [28A.400.320](#) Mandatory termination of Classified Employees
- [28A.400.340](#) Notice of discharge to contain notice or right to appeal if available
- [28A.405.470](#) Mandatory termination of Certificated Employees
- [28A.410.090](#) Revocation of authority to teach
- [28A.410.110](#) Reinstatement prohibition for crimes
- [69.41](#) Legend Drugs—Prescription drugs
- [28A.210.310](#) Prohibition on Use of Tobacco Products on School Property
- [70.155.080](#) Purchasing, obtaining or possessing tobacco by persons under 18 - Civil infraction - Jurisdiction
- [28A.210.260](#) Public and private schools-Administration of Medication – Conditions
- [28A.210.270](#) Public and private schools-Administration of Medication-Immunity from liability-Discontinuance, procedure
- WAC [180-44-060](#) Drugs and Alcohol—Use of cause for dismissal
- [181-86-110](#) Duty of Superintendent, District Superintendent and Private School Administrator to file complaints
- [181-87](#) Acts of unprofessional Conduct
- [181-87-035](#) Certificate Revocation
- [181-87-050](#) Good Moral Character and Personal Fitness
- [181-87-095](#) Unprofessional Conduct for failure to file a Complaint

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